

JANUARY, 1964

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

OVER-THE-ROAD



AND

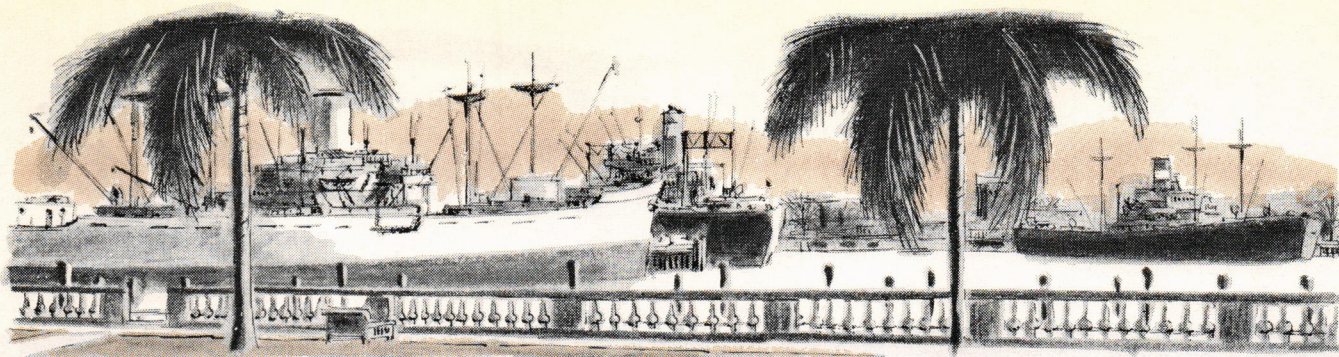


LOCAL CARTAGE



BARGAINING BEGINS FOR NATIONAL PACT

See Page 14



THE TEAMSTERS SALUTE TAMPA

TAMPA, Florida, has experienced one of the most amazing 10-year municipal growths on record. In 1950 it counted 124,681 residents, ranking 84th in U.S. population. A decade later Tampa had a 270,610 population and ranked 47th!

Tampa was the name of an Indian village DeSoto visited in 1528 and a supposed haven for pirates. Little happened here until the cigar industry and the railroad reached it between 1880 and 1890; population tripled between 1890 and 1900.

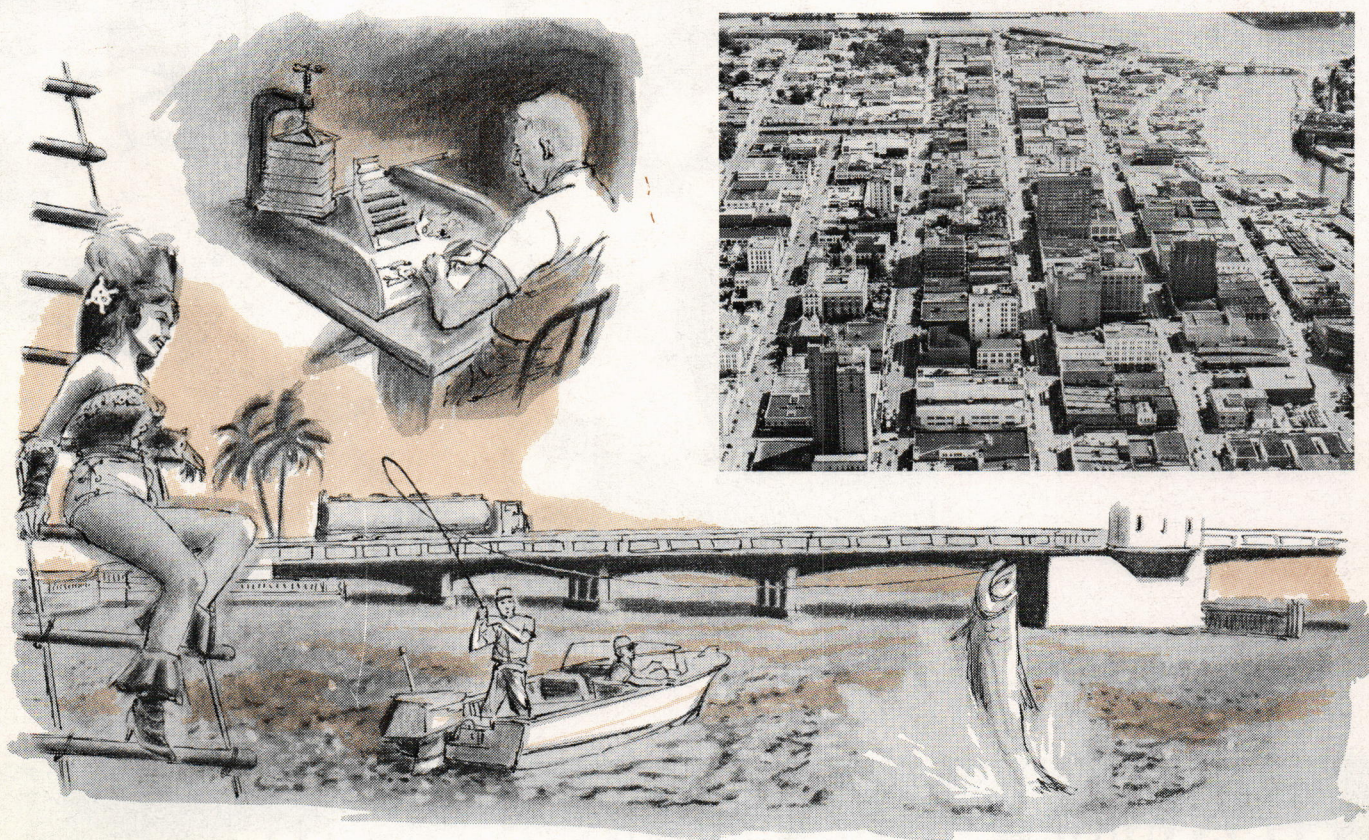
The most highly industrialized Florida city, Tampa has more than 700 manufacturing plants inside and outside the corporate limits. Many industrial sites face on navigable water and the city's 34-foot-deep port is the nearest U.S. port to the Panama Canal. Transport needs are served by 10 airlines, two railroads and 18 truck lines. Here are

located 59 of Florida's 62 citrus processing plants. Tampa is the world's largest cigar-producer. Other major industrial activities include shipbuilding, breweries, cement, tin containers and fertilizers. Immediately adjacent is huge MacDill Air Force Base. Tampa is the medical center of southwest Florida with 11 hospitals in the city and a Veteran's Hospital across Tampa Bay. The newly-opened University of South Florida has 4,200 students. All these business and institutional interests have their transportation needs served by local and over-the-road Teamsters.

Another "production" is "the good life" for Tampans. The average local temperature is 71.8 degrees with 67 percent of possible sunshine. There is fresh- and salt-water fishing, swimming, boating, golfing, hunting and a wide variety of year-around spectator sports. Tampa's homes are 77 percent owner-occupied. Observances such as the Gasparilla Festival, the Florida State Fair (billed as the world's largest winter festival) and the Latin American Fiesta add spice to life.

A rousing Teamster salute to rapidly-growing Tampa with its amazing past and unlimited future.

America's Cities—No. 47 in a Series



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THE INTERNATIONAL *Teamster* DEDICATED TO SERVICE

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Volume 61, No. 1

January, 1964

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Compulsory Arbitration Fails To Settle RR Dispute



The International Teamster has an average monthly circulation of 1,470,086 and an estimated readership of 3,800,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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Allentown, Pa. Agent Dies

Howard S. Kline, a business representative for Teamster Local 733 of Allentown, Pa., for more than 25 years, died recently.

Kline represented the local union from the time it was formed in 1937.

During World War II he served as a labor representative to the labor-management committee of the Area War Manpower Commission.

Local Awards Scholarships

Teamster Local 170 of Worcester, Mass., recently announced its winners of scholarships awarded annually to children of members.

The 1963 winners of \$500 tuition grants each, according to John W. Davis, secretary-treasurer of Local 170, were: Linda Shane, Nancy Coleman, and Neil S. Davis.

Miss Shane, daughter of Bro. Robert Shane, a member of Local 170 since 1956, is now studying at New York University.

Miss Coleman, a daughter of H. Elwood Coleman, a member of Local 170 since 1957, is attending the University of Massachusetts.

Young Davis is the son of the secretary-treasurer, a member of Local 170 since 1933. Neil also is a member of the local union. He is now attending Holy Cross College.

Butte Local Plans Hall

Teamster Local 2 in Butte, Mont., one of the oldest chartered Teamsters Unions in the country, has signed a

contract to have a new union hall constructed at a cost of \$50,000.

Joe Rossman, Local 2 secretary-treasurer, said plans were to move into the new quarters sometime around April, 1964.

The new headquarters will have 4,560 square feet of interior floor space and be finished with a natural stone front. In addition to a small meeting hall and 3 offices for the Teamsters, there will be 7 rental offices—all paneled in walnut or mahogany.

The floor plan also includes space for a kitchen and recreation room.

Local 810 Wins Foundry

Teamster Local 810 recently climaxed a 3-year organizing drive at Laytham Foundry in Paterson, N.J., with a victory, winning 75 per cent of the vote in a National Labor Relations Board representation election.

With 350 workers eligible to vote, 248 cast ballots in favor of the Teamsters. There were 81 "no" votes and 1 voided ballot.

Bakery Workers Elect Teamsters

Employees of Sweetheart Bakeries in Minot, N.D., voted overwhelmingly in favor of Teamsters Union representation in an election conducted recently by the National Labor Relations Board.

The tally was 74 to 22 in favor of the Teamsters. There were 102 employees, including inside workers and driver-salesmen, supervisors, mechanics, and maintenance workers, eligible to cast ballots in the election.

Sylvan Hubrig, business representative for Teamster Local 74 with offices in Minot and Williston, said the victory was especially sweet because it climaxed an 8-year effort to organize the bakeries.

Hubrig said he was requesting the Sweetheart Bakeries to begin negotiations immediately on a work agreement.

Local 660 Wins Chemical Plant

Teamster Local 660 in Jersey City, N.J., recently won a landslide victory over the Chemical Workers Union in a National Labor Relations Board representation election at Allied Chemical Corp.'s Barrett Division in Edgewater, N.J.

The final tally showed 138 of the employees voting in favor of the Teamsters Union while only 26 balloted for the Chemical Workers Union. Three workers cast votes on behalf of the company.

Eustace Roper, Local 660 president, opened negotiations with the company immediately on a work agreement.

692 Negotiates New Contract

Teamster Local 692 in Long Beach, Calif., recently negotiated a new 3-year work agreement for more than 200 members employed at the Kentile Corp.'s new plant in Torrance, Calif.

Claude Ripley, Local 692 president who chaired the negotiating committee, said the contract was completely rewritten to conform with Teamster conditions in the industry.

The Kentile workers, who voted Teamster by a margin of better than 2-to-1 in the fall, formerly belonged to a United Rubber, Cork, Linoleum, and Plastic Workers local union.

Boston Local Starts Paper

Another publication has joined the growing ranks of newspapers published by Teamsters Union affiliates across the land, this one "The Spokesman," sponsored by Teamster Local 25 in Boston, Mass.

William J. McCarthy, president and business agent of Local 25, said the newspaper will be published on a monthly basis for the membership. The first issue was scheduled to come out in January, 1964.

Message from the General President

The New Frontier

STATISTICS concerning America's poor constitute this nation's greatest numbers game. They range from 35 to 77 million depending upon whose figures you accept.

But regardless of which statistic one recognizes, there is a tremendous amount of economic misery in the richest nation in the world, and these pockets of abject poverty constitute this nation's greatest problem as we begin the new year.

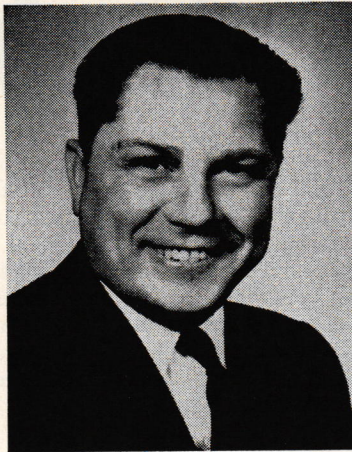
A headline over a recent magazine article declared: "We are the richest nation on earth, yet one American in five is without adequate food or shelter or medicine, and nobody seems to care."

There are many reasons why such statistics should upset every adult American. First, the conscience of every moral adult should be tearing at his inner soul to know that such suffering is rampant among his brother and sister countrymen.

Every man over 40 with a job, if for selfish reasons alone, should be nervous over the current economic situation. If he loses his job, he faces the bleak prospect of joining the chronic poor as there may not be another job for him.

Every citizen who cherishes the American way of life should be concerned about the nation's abject pockets of poverty. Revolutions and radical change are always brought about by the 'have-nots,' never by the prosperous middle class which never swings a blow because its fists are too tightly clenched protecting proud possessions.

As we enter the new year, what greater priority is there for government, management, and labor to grapple with than the welfare of our fellow men who—under present circumstances—have no hope what-



soever of ever sharing in the American Dream.

If this is a nation with a heart, what greater task can we set out to grapple with than to rescue the children of the nation's poor from the fate which we have let befall their parents?

Is there a pork barrel issue in the Congress more important than the issue of jobs for fathers with hungry mouths to feed?

Is there a politician's subscription to conservatism or liberalism more important than massive public works

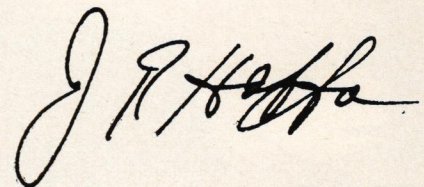
when public works will put jobless Americans to work?

How can a politician oppose a tax cut when such a measure will put money in circulation which will rescue fellow Americans from prisons of poverty?

How can Congress oppose—or be slow to enact—a shorter work week when shorter hours will spread work to the jobless and poverty stricken?

We have just completed a mourning period for a man who projected hope for millions of poverty stricken Americans with his definition of the New Frontier.

What greater tribute could be paid to the late President—struck down at the apex of his vitality—than to make the eradication of poverty our most vital pursuit; to project the New Frontier as an era in which all citizens share in the nation's tremendous wealth, as an era in which no man, woman, or child is without "adequate food, shelter or medicine, or opportunity?"



STATE OF THE UNION

General Executive Board Holds Winter Meeting

THE INTERNATIONAL Brotherhood of Teamsters' general executive board held its regular quarterly meeting last month in Miami Beach amid the glowing report of Secretary-Treasurer John F. English that a new record in membership had been reached in November, with a seasonal high of 1,751,868.

The increase represented an in-

crease of 8,565 over November, 1962, and 151,212 over 1957 when a Hoffa-English slate took over the reins of the International Union.

General President James R. Hoffa, in his report to the executive board on the state of the union, related that the International Union is underway in its negotiations for a nation-wide agreement in freight.

Hoffa called the freight negotiations the "important business at hand" for the International Union, and he and members of the national freight policy committee held exploratory meetings with employers when the executive board was not in session.

The Teamster General president, who will serve as chairman of the Teamster negotiating committee, re-

Teamster general executive board, during its regularly quarterly meeting held last month in Miami Beach, is shown during a legislative report from Legislative Director Sidney Zagri (back to camera). Teamster President James R. Hoffa

told the board that political action for Teamsters through DRIVE is as important as it ever was and that there will be increased political activity during the period preceding next year's national election.



ported that while the concept of a national agreement had first been rejected in Philadelphia, members there had recently approved national bargaining by a secret ballot vote of 3,442 to 1,242.

Hoffa revealed that the affirmative vote was the result of several meetings with the Philadelphia group in which misconceptions over a national contract were corrected.

Hoffa sought and received concurrence of board members in steps taken thus far to effectuate a national

Teamster vice presidents at board meeting (left to right) Anthony Provenzano, Murray W. Miller, Frank Fitzsimmons, Thomas E. Flynn, and John O'Rourke.



freight contract. He stated that it was important that vice presidents make it clear in the geographical areas they represent that no one will stand to lose premium rates or premium conditions under maintenance of standards clauses which will be part of any national agreement.

Hoffa also restated for the record that under no circumstances will health and welfare or pension rights be jeopardized; he did state that attempts will be made to establish reciprocity between pension funds to insure that a member moving from one fund to another will not lose previous credits towards a pension.

In the area of pensions, Hoffa reported to the board that the Teamster Affiliates Pension Plan had been amended to provide survivor benefits for widows of officers and employees of the local unions covered under the plan. The amendment has received the approval of the Treasury Department.

Schurr Appointed

Upon Hoffa's recommendation, the board approved the appointment of Maurice Schurr, as International Union Trustee to serve until the next convention. The vacancy occurred upon the resignation of Ray Cohen, of Philadelphia. Schurr is president of Local 929 in Philadelphia.

A biography of the new trustee appears elsewhere in this issue.

In the area of national agreements, Hoffa announced to the executive board that a national agreement had been signed with National Tea grocery chain. A story of this agreement appears elsewhere in this issue.

The board approved a donation of \$5,000 to the widow of Dallas Policeman J. D. Tippet who was slain while pursuing the assassin of the late President John F. Kennedy.

In his report to the executive board, Legislative Director Sidney Zagri emphasized the need to accelerate the membership campaign to enlist the rank-and-file Teamster into political action.

In line with the accelerated membership campaign, Zagri reported that there will be increased activity by officers of local unions as well as members of the DRIVE Ladies Auxiliary throughout the country.

Major emphasis on recruitment of new DRIVE members will be concentrated between February 15 and the 15th of May. Zagri reported there are exciting awards to be given to

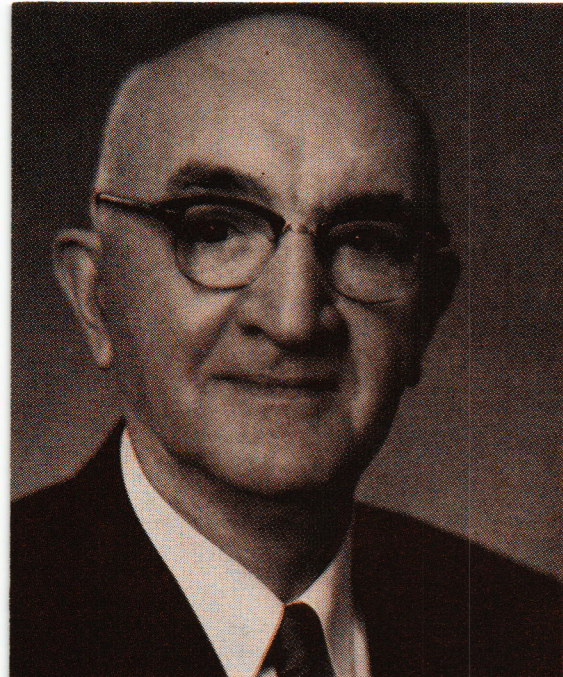
the top DRIVE membership recruiters.

President Hoffa stated that nothing has changed the need for political action by Teamster rank-and-file members. He called the Teamster motorcades in which more than 2,200 Teamster wives visited Washington, D. C., "an outstanding job of letting Congress know we mean business."

Teamster motorcades to Washington will be continued through next July, when they will be suspended with the adjournment of Congress for the political party national conventions.

Teamster vice presidents at board meeting (left to right) Einar O. Mohn, John B. Backhus, John T. O'Brien, Gordon Conklin, and Joseph Diviny.





John F. English

operators in New York City's department of public workers.

In Seattle Local 154 was certified as bargaining agent for more than 50 embalmers. In St. Louis a charter was given to the formerly independent Marine Officers Association, a group of supervisory personnel aboard tow boats on the inland waterways system.

In Lima, Ohio, Local 908 became bargaining agent for more than 1100 employees of the D. W. G. Cigar Company, a firm with production plants in four cities. One hundred fifty employees of Slick Airways, Inc., voted in a Federal Mediation Board conducted election to join the Teamster Airline Division, as did 50 flight engineers of Seaboard World Airlines.

Two hundred workers at Springmeier Shipping Company with freight

forwarding offices in eight major cities quit their former affiliation for membership in the Teamsters.

Two-hundred production and maintenance employees at National Gypsum's Baltimore plant joined the parade for Teamster membership.

Likewise, 200 employees of Kentile Corporation voted by a two-to-one majority for Teamster affiliation.

The Bureau of National Affairs, a private reporting agency, reported that Teamster locals have participated in more elections in the white collar field and were more successful than any other union during the first six months of 1963.

Teamster locals won 51 of 73 NLRB representation elections. Altogether, IBT affiliates accounted for more than one-fifth of all white collar workers choosing a union in the first half of the year.

National Labor Relations Board surveys show that there were 10,515 representation elections during the 18-month period between January, 1962, and June 1963. All the labor organizations participating won 6,144 or 58.4 per cent.

Teamsters Set Another Record In Membership—1,751,868

MEMBERSHIP in the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America has hit an all-time seasonal high of 1,751,868.

The new membership figure represents per capita tax payments from the local unions to the International for the month of November, 1963. November historically is the month when the Teamsters hit a seasonal high for membership.

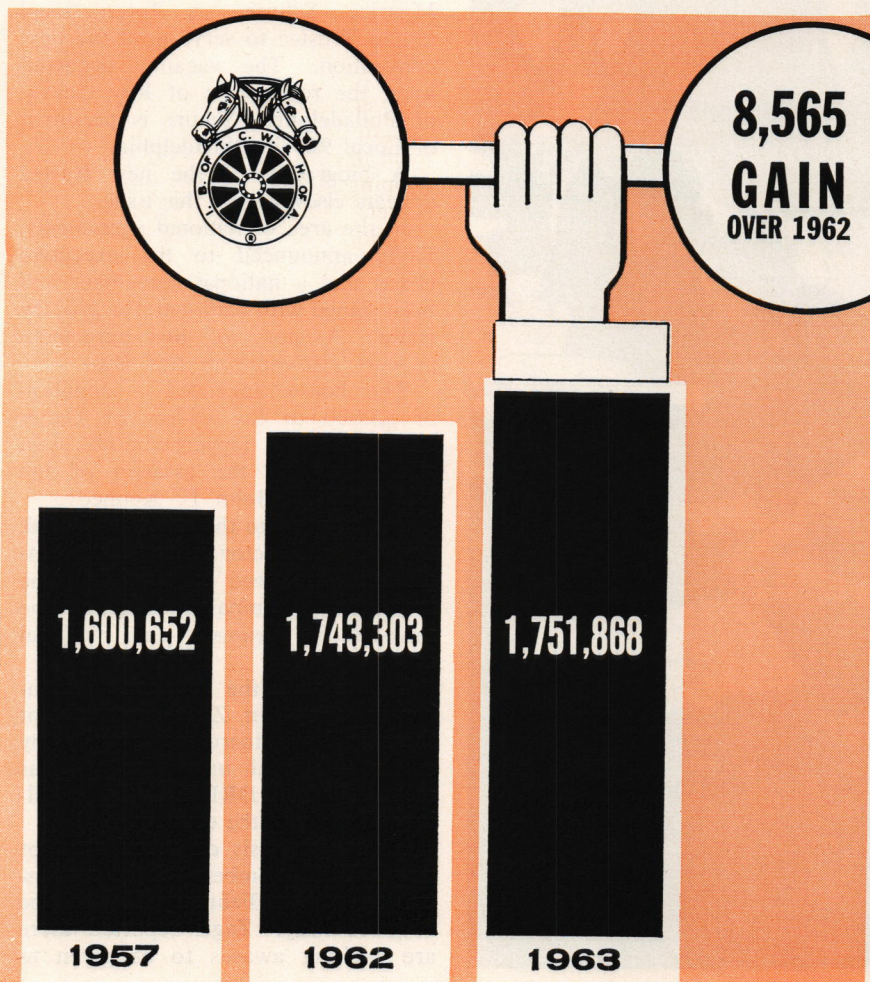
Announcement of the record membership was made by General Secretary-Treasurer John F. English at the IBT general executive board meeting held in December at Miami Beach.

English pointed out to the executive board that the figure represents an overall increase in membership of 151,716 since the Hoffa-English slate was elected at the 1957 convention.

The 1,751,868 figure is a gain of 8,565 over the last record high of 1,743,303 established Nov., 1962.

The organizing gains of the past year reflect the diversified appeal of the International Brotherhood of Teamsters to workers seeking a union. Some of the typical election victories scored by Teamster local unions were:

In New York City, Local 832 early in 1963 received a Certificate of Collective Bargaining for all telephone



Teamsters Sign National Agreement With National Tea Company

SIGNING of a master work agreement covering 1,700 Teamsters Union members employed as warehousemen and drivers by National Tea Co., was completely in accord with the business trend of the times—an increasing tendency to “bigness.”

Events of recent years have shown that the grocery industry is no different in this respect from most other industries.

General President James R. Hoffa, in announcing the National Tea agreement culminating years of effort, said it covered basic job security items for members of 13 Teamster local unions in nearly a dozen states.

He said all economic considerations such as wages and fringe benefits still will be negotiated at the local union level.

The National Tea agreement, Hoffa emphasized, is the first nationwide contract in food warehousing and distribution. He described it as the pioneering contract that will more or less set a pattern for similar pacts with other food chains across the country.

Other food chains with warehouses already organized by the IBT, but with whom bargaining has been done

on less than national basis, include: Great Atlantic & Pacific Tea Co., The Kroger Co., Safeway Stores, Allied Supermarkets, American Stores, Colonial Stores, First National Stores, and Food Fair Stores.

Effective dates on the National Tea Co., contract are Sept. 12, 1963, to June 4, 1967. Teamster locals with members coming under the agreement include: 135 in Indianapolis; 200 in Milwaukee; 270 in New Orleans; 337 in Detroit; 371 in Rock Island, Ill.; 377 in Youngstown, O.; 383 in Sioux City, Ia.; 435 in Denver; 544 in Minneapolis; 610 and 688 in St. Louis; 738 in Chicago, and 984 in Memphis.

Realization of the food chain collective bargaining agreement heralded the end of an era. It was, in a real sense, the first official union contract recognition of the fact that the days of the so-called Mom and Pop corner grocery are gone forever—that in their place are huge citadels of economic strength and advanced technology which have converted the country's shopping mart into one vast supermarket.

Nationwide food chains long ago grasped the reins of negotiation in

the home offices and sent their representatives to the bargaining tables with full instructions on what was acceptable to the entire company and what was unacceptable. Local unions, isolated from each other, tired of the treatment and have now finally assumed a posture of at least equal strength with the advent of the national agreement.

Chain supermarkets dominate the food distribution landscape in a manner unthought of even so late as 10 years ago.

An industry publication, *Progressive Grocer*, in its April, 1963, issue illustrated how far supermarkets—both chain and independent—had come in taking the lion's share of grocery stores sales in the United States.

Distribution Revolution

Altogether, there were some 235,000 grocery stores in the U.S. at the end of 1962. Of the total, more than 180,000 or three-fourths of them were small stores with sales of \$150,000 or less annually; so-called superettes totaled slightly more than 27,000 outlets doing business in the \$150,000 to \$500,000 range; a like number of supermarkets were doing annual business of \$500,000 or more.

Total sales volume for the stores together in 1962 was \$56.2 billion. Of this sum, the supermarkets took nearly \$38 billion or more than two-thirds.

The supermarket food sales record is phenomenal when it is considered that only a decade ago, supermarkets accounted for less than 40 per cent of total grocery sales. In fact, at that time, supermarkets and small stores were very equal in total sales. Today, small stores—“unaffiliated independents”—run by Mom and Pop for the large part, handle less than 20 per cent of total food sales in the nation.

The food distribution system has undergone a revolution in the past 25 years. In 1947, for example, chain stores barely held the lead in U.S. grocery stores sales as the industry experienced a general 3-way split in sales—unaffiliated independents gar-

Signers of the first Teamsters Union master work agreement with a national food chain were (left to right): Joe Quirk, labor relations director for National Tea Co., Ferguson Keathley of the IBT National Warehouse Division; Charles Winters of Teamster Local 270 in New Orleans; Robert Holmes of Teamster Local 337 in Detroit; Mike Fomusa of Teamster Local 738 in Chicago, and John Reardon, assistant labor relations director for National Tea Co.



nered 34 per cent and affiliated independents such as cooperatives and so forth handled 29 per cent of the business.

Through the years, however, small stores have lost steadily while chains and affiliated independents have gained in sales volume.

At the end of 1962, all chains regardless of whether their stores were supermarkets or superettes or less handled 41 per cent of the sales volume. Affiliated independents, on the other hand, did 49 per cent of the sales volume. Mom and Pop stores made only 10 per cent of the sales.

Some of the figures are surprising. For example, last year nearly 15,000 chain supermarkets did \$22 billion worth of business while more than 12,000 independent supermarkets did slightly less than \$16 billion worth of business. At the same time, it took 178,000 independent small stores to sell \$10.4 billion worth of groceries.

Giants Set Pace

A startling Mutt and Jeff comparison is the fact that 3,200 chain supermarkets in 1962 doing business of more than \$2 million each for the year averaged retail sales of \$54,000 a week; this compares with 160,000 independent small stores doing business of less than \$100,000 a year each with an average of less than \$1,000 in retail sales weekly.

Plainly, the giants of the industry set the pace when there is such a disparity. A supermarket with an unparalleled competitive field certainly decides the price of fresh lettuce more than Mom and Pop do even

by keeping their homelike store open on Sundays.

It was natural that the various Teamster local unions reach understanding and negotiate with National Tea Co., as a group—because National Tea, with gross buying and selling power, makes countrywide decisions not merely storewide decisions.

More than 18 months ago, General President Hoffa was discussing area-wide agreements and noted that "our

members employed in local and over-the-road freight have obtained contracts which are the envy of the labor movement and which have wiped out wage differentials and disparities." (This was before negotiations began on National Freight Agreement.)

As it stands now, Teamsters Union negotiators can one day soon proudly proclaim the same advance for members employed in the distribution complexes wielded by nationwide food chains.

Teamsters Get Vote for Eastern Airline Workers

The efforts of Eastern Airlines employees to cast off old ties and gain new affiliation with the Teamsters will be culminated in an upcoming election recently ordered by the Federal Mediation Service.

Although the Mediation Service had not set a date for the election as the *International Teamster* went to press, it had outlined three different units—mechanics and related personnel, stock clerks, and print shop employees—which will vote the same day but in three separate elections.

The system-wide election, which will be conducted in 34 cities, had its beginnings in September, 1962, when a group of members from the International Association of Machinists approached Teamster General President James R. Hoffa in Miami and requested a meeting.

Hoffa addressed more than 800 Eastern employees at two subsequent meetings, and when he found that the interest in joining the Teamsters was widespread and genuine, he immediately hired additional organizers for the Teamsters airline division and set the campaign in motion.

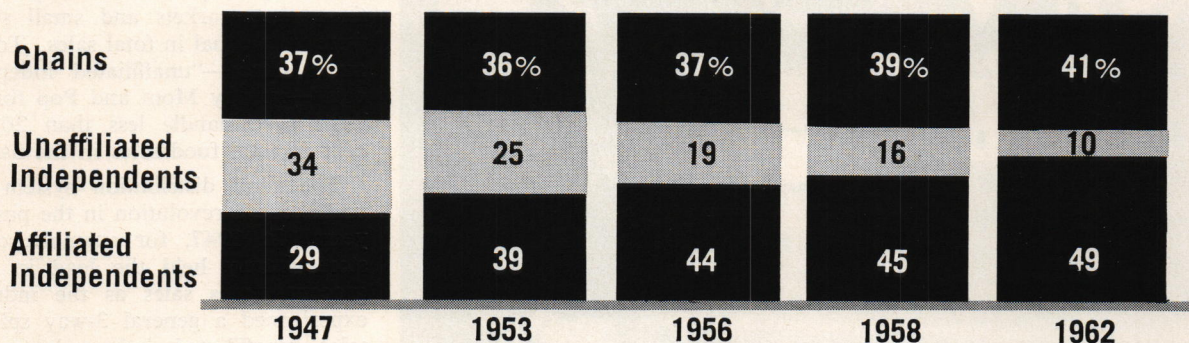
In a preliminary report on the ordered election, the Mediation Service indicated that approximately 5,700 Eastern employees will be involved in the vote for a new bargaining unit.

The election is in the hands of Federal Mediation Service because collective bargaining activities of airline employees fall under the jurisdiction of the Railway Labor Act, rather than the Taft-Hartley Act which relegates such supervision to the National Labor Relations Board.

GROWTH OF AFFILIATED* INDEPENDENT RETAILERS

*Members of voluntary and cooperative groups

Percent of Total U.S. Grocery Store Sales



Source: *Progressive Grocer*, April 1963

Commenting on the ordered election, Teamster President James R. Hoffa stated:

"This campaign had taken quite a time to bring to the election stage because of the legal machinery through which it had to be processed.

"However, Eastern Airline employees can rest assured that even though some of our meetings were

held sometime ago, all that was promised then still stands today. Should Eastern Airline employees involved cast their ballots for Teamster representation, they will find—as have other members of our Airline Division—Teamsters not only work under good contracts, but those agreements are policed and grievances receive prompt attention."

Union Persistence Gains \$85,000 For Members of Teamster Local

Eighteen members of Teamster Local 743 in Chicago recently received back pay checks totaling nearly \$85,000 following a U.S. Supreme Court ruling upholding a National Labor Relations Board decision that the men were discharged for union activity.

Besides the back pay, the Teamsters were reinstated to their jobs as is generally customary in such cases.

It all began in 1960 when workers at Trumbull Asphalt Co., became interested in trade unionism. They invited the Teamsters to bring union conditions to the plant.

Local 743, under the leadership of President Don Peters, started an organizing campaign. Some of the workers were discharged in the course of the drive and Local 743 filed unfair labor practices charges against the company.

Ultimately the company was organized and a contract was negotiated.

Meanwhile, the unfair labor practices charges continued to proceed through the NLRB red tape. Finally the Board ruled that the men had been discriminated against and fired for union activity, and therefore were entitled to reinstatement with back pay.

Trumbull Asphalt appealed the NLRB ruling to the U.S. District Court, the U.S. Court of Appeals, and then to the U.S. Supreme Court. The NLRB decision was upheld at each judicial level.

The final ruling by the highest court in the land assured the 18 Teamsters of the jobs they held at the time of their discharge for union activity and retained their full seniority rights.

The back pay of \$85,000 was after deduction of income received from other companies during the period of discharge from Trumbull.

President Peters identified the Local 743 members receiving the back pay and reinstatement as:

Parker Flowers \$12,559; Allen Davis \$11,009; Edmund Dykier \$10,302; Samuel Jackson \$7,451; James Harris \$6,365; Cornelius Price \$5,621; Will Steele \$4,710; Thomas McNeal \$3,509; William Jenkins \$3,192; Willie Larry \$3,073; Frank Proctor \$3,058; Booker T. Morton \$2,540; Cleveland Proctor \$2,491; Flem Jenkins \$2,172; Anderson Crayton \$2,303; Edison Jones, Sr. \$1,705; Emmette Nathan \$1,537; L. T. Prince \$1,277.

Some of the 18 members of Teamster Local 743 in Chicago who recently received back pay totaling nearly \$85,000 along with reinstatement to their jobs following a discharge for union activity are shown (left to right): Seated—Emmette Nathan, William Jenkins, Thomas McNeal, Cleveland Proctor, Anderson Crayton; Standing—Parker Flowers, Robert White, Flem Jenkins, Will Steele, Edison Jones, Sr., Business Representative Russell Anderson; Frank Proctor, and Allen Davis. Absent when the photo was taken were: Booker T. Morton, Willie Larry, Cornelius Price, Edmund Dykier, Samuel Jackson, James Harris, and L. T. Prince.



Civil Defense Award



R. C. Cook (left) president of Teamster Local 728 in Atlanta, Ga., is shown receiving a Civil Defense plaque from Ivan Allen, mayor of Atlanta, in recognition of Local 728's effort in moving more than 400 tons of CD supplies into Atlanta shelters last winter. The story was featured on the cover of the March, 1963, issue of The International Teamster.

Driver-Salesmen Union Agents Prepare for Wage-Hour Hearing

Teamsters Union representatives of local unions with driver-salesmen or routemen as members are helping to prepare testimony for public hearings scheduled tentatively in early February

by the Wage-Hour Division of the U.S. Department of Labor on the status of those workers under the Fair Labor Standards Act.

Specifically, the hearings will lead

to a determination of whether driver-salesmen and routemen are covered or exempted from new wage and hour regulations that went into effect last Sept. 3 under 1961 amendments to the FLSA.

Federal Wage-Hour Administrator Clarence Lundquist decided to hold the hearings after the Teamsters Union and people from other industries asked for a clarification of the new regulations.

Teamsters Union Research Director Al Weiss originally had obtained a statement of position on the new regulations from key Wage-Hour staff members last August. However, an expected "opinion" letter from the division failed to materialize.

Inquiry disclosed that Lundquist planned hearings to get more information on the actual work performed by routemen engaged in the sale and delivery of milk, bakery products, beverages, and other products.

In a letter to local unions representing driver-salesmen or routemen, Weiss alerted the Teamsters agents:

"As soon as the date of hearings is set, we shall arrange to present evidence through representatives from driver-salesmen local unions in the major industries involved and from various sections of the country. In this way, the Wage-Hour Division will get a cross-section picture of the problems of our driver-salesmen and their day-to-day operations."

Weiss said that in the meantime Teamster local unions representing driver-salesmen in any industry were welcome to send him any "comments or suggestions which they would like to be presented at the hearing, as well as any specific questions or factual situations which you would like to have clarified . . ."

Weiss stressed that Teamster testimony can go far toward lending practical and realistic interpretations of the Wage-Hour Division regulations issued in line with the FLSA amendments.

The first statement of position on the new rules amounted actually to a definition of driver-salesmen and routemen. The general conclusion was that if the worker was employed primarily for the purpose of making sales, he was considered an "outside salesman" and exempted from the minimum wage and overtime provisions of the Act.

Labor Statesman

LAST MONTH, the INTERNATIONAL TEAMSTER magazine carried a report on the press, radio and TV and the media attempt to surround Teamster negotiations for a national freight agreement with the shadow of a nation-wide truck strike.

Then the December 7, 1963 issue of the NATION came in the mail with an editorial called "Hoffa Again," which dispels the fears whipped up by the general press of a nation-wide trucking strike.

It is reprinted here, in part, for your information:

Hoffa Again

Once more Jimmy Hoffa, the peerless scapegoat of the American economy, has sent the press into a tizzy with his plan to achieve a common expiration date for Teamster contracts. With virtually no exceptions, the press reacted resoundingly, predictably and fatuously. "Incredible as it may seem," *The Wall Street Journal* (November 13) began its editorial, "James Hoffa appears to be well on the road to dominating much of the American economy." Most of the less thoughtful media viewed the situation with greater alarm—Hoffa would dominate all of the economy, and the American free enterprise system was on its last legs.

Yet, if anyone other than the impossible Hoffa had proposed as sensible a measure as this, he would have been hailed as a labor statesman. Of course industry-wide bargaining is anathema to free enterprise, just as unions themselves were once anathema. But what are the facts of 1963? One of the most mischievous elements in the trucking industry is the factor of "community competition"—communities bidding against other communities and offering all kinds of special inducement, such as tax relief, etc. The trucking industry naturally wants to be protected against this demoralizing type of competition. It wants also to be protected against wildcat truckers, the small fly-by-night operators who raise hob not only with the trucking industry but with related businesses. Hoffa's proposal is designed to bring a degree of stability into this chaotic situation, dangerous alike to operators and drivers.

Hoffa is no Eagle Scout, but his misdeeds are limited by practical considerations. When one surveys the entire spectrum of his operations, one cannot reconcile the picture that emerges with the one which the press (and Robert Kennedy) has so assiduously promulgated. The power is there, and it is a very great power: a general trucking strike would shortly bring catastrophic results. It would also bring on regulatory legislation, as Hoffa well knows. In a way, Hoffa cannot use his power for the same reason that neither the Soviet Union nor the United States can use their nuclear stockpiles. But in Hoffa's case it is a power that can legitimately be used to coordinate an industry that contains so many weak and widely scattered employers . . .

Teamsters Win Championships At National Truck Rodeo Meet

Five new national champions—all members of Teamster local unions—were crowned at the 1963 National Truck Rodeo sponsored by the American Trucking Associations, Inc., and held in Miami Beach, Fla.

Two state champs from each of the states of North Carolina and Ohio and another from New Jersey were awarded trophies designating them tops in 5 classes of competition. The champion Teamster drivers were:

—Cletus Frank of Thomasville, N.C., a member of Teamster Local 391 in Greensboro, N.C., won the

straight truck title. He drives for Akers Motor Lines.

—Clyde W. Lutz of Cherryville, N.C., a member of Teamster Local 61 in Hickory, N.C., captured the 5-axle tractor-trailer championship. He drives for Carolina Freight Carriers Corp.

—Paul D. Goode of Columbus, O., a member of Teamster Local 413 in Columbus, was the champ driver in the 4-axle tractor-trailer division. He works at Suburban Motor Freight.

—Daniel T. Smith of Parama, O., a member of Teamster Local 545

in Cleveland, O., won the tank truck title. He is employed by F. J. Egner & Son.

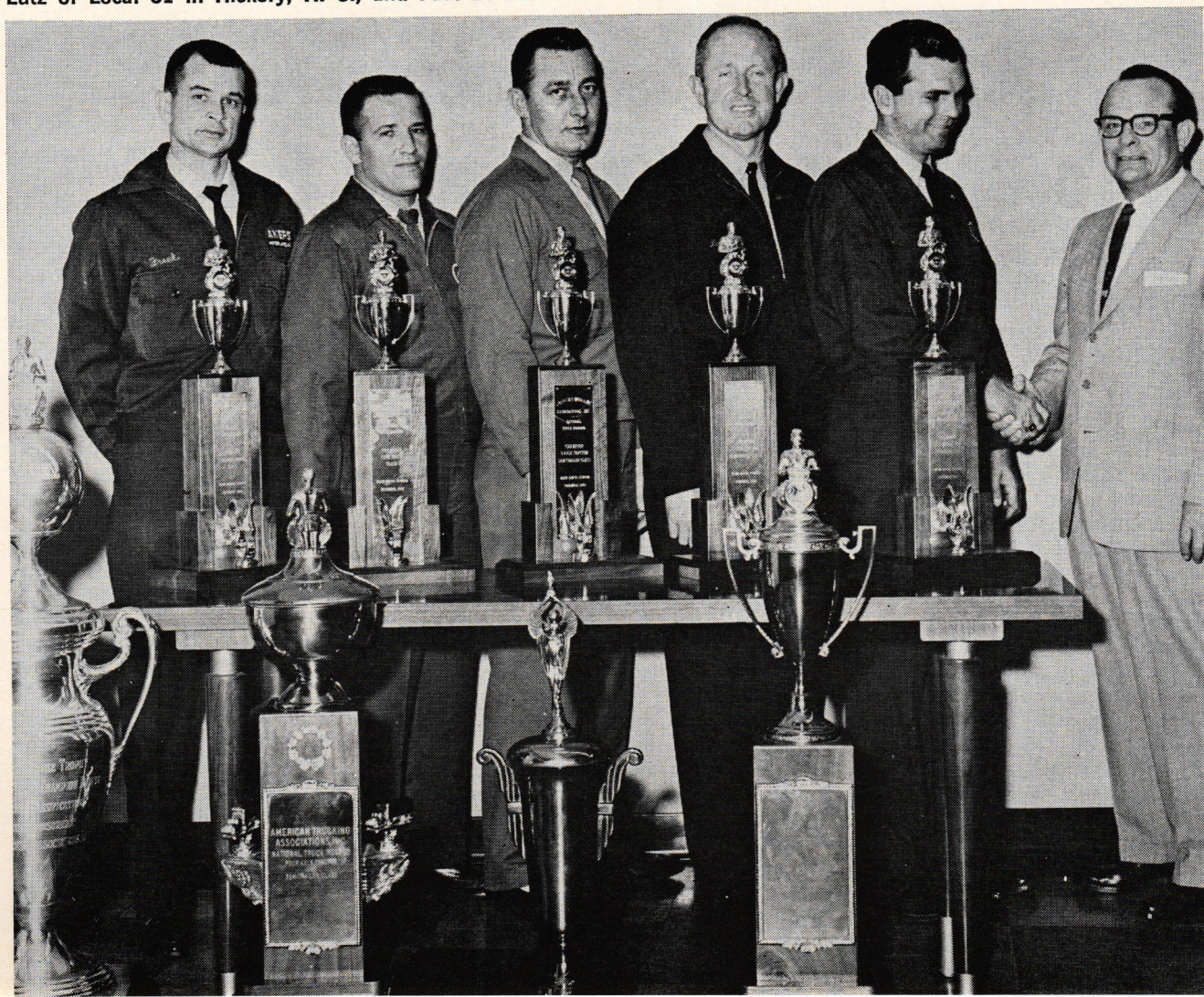
—Fred G. Staudt of Secaucus, N.J., a member of Teamster Local 560 at Union City, N.J., earned first place in 3-axle tractor-trailers. He drives for Mason & Dixon Lines.

The 5 Teamster champs emerged from 15 finalists in the competition—3 in each of the 5 classes in the rodeo. The finalists were winnowed from an original field of 93 entrants, state champs all and most of them from Teamster local unions around the country.

Teamster Goode was the figurative national grand champ as he won the Champion of Champions trophy sponsored by the International Brotherhood of Teamsters, and also the ATA Morgan Memorial Award presented on the basis of all-around performance.

Five Teamsters Union members—champions all in the 1963 National Truck Rodeo sponsored by the American Trucking Associations, Inc.—are shown here with their trophies (left to right): Cletus Frank of Local 391 in Greensboro, N. C.; Daniel T. Smith of Local 545 in Cleveland, O.; Fred G. Staudt of Local 560 in Union City, N. J.; Clyde W. Lutz of Local 61 in Hickory, N. C., and Paul D. Goode of

Local 413 in Columbus, O., receiving congratulations from ATA President Clinton L. Sanders of Atlanta, Ga. Teamster Goode was the figurative grand champion as he also won the International Brotherhood of Teamsters trophy and other awards. The competition was witnessed by 3,000 people gathered at Convention Hall in Miami Beach, Fla.





Giving testimony before a select House Labor and Education subcommittee, Teamsters Union General President James R. Hoffa is shown flanked on his right by Legislative Counsel Sidney Zagri and on his left by Al Weiss, IBT chief economist. Rep. Elmer J. Holland (D-Pa.), chairman of the

subcommittee is the white-haired gent in the foreground with back to the camera. More than 100 high school students attended the public hearing in which Hoffa urged that labor be set free to bargain for its share of automation's benefits.

Hoffa Says 'Set Labor Free' To Bargain for Automated Profits

TEAMSTER President James R. Hoffa last month told a select House Labor and Education subcommittee that the nation should not label automation a curse, but should adopt 20th century methods to meet the challenge of technological advances.

He called, first of all, for the nation to set labor free from repressive legislation so that it can effectuate distribution of the nation's wealth. He spelled out specifically the repressive measures of Landrum-Griffin and state 'right-to-work' laws which inhibit effective collective bargaining.

The Teamster leader stated to the subcommittee that automated industry and business is not yet sharing the fruits of automation and technological advance with either the public or with labor.

He cited the testimony of automation expert John I. Snyder, manufacturer of automated production systems, who told congress recently that

automated American industries are now realizing as high as 22 per cent profit on their investments.

Summarized, Hoffa's testimony before the subcommittee hit hard at two basic solutions:

1. Increase in wages;
2. Reduction of the work week.

Everything Hoffa had said prior to his closing statement supported this short, simple proposal.

Hoffa earlier cited statistics for the past 5 or 6 years showing basic problems within the national economy:

—Unemployment is high and isn't coming down. ("According to Labor Secretary Wirtz, for every 2 people entering the work force between 1957 and 1962, the private, non-government sector of our economy has been producing less than 1 job.")

—Unemployment is lasting longer. (Quoted the leading manufacturer of automated machinery: "Many of those who have lost their jobs to machines

are likely to remain unemployed, or employed only part time, for the remainder of their lives.")

—The nation has huge unused capacity. ("This is a direct reflection of the lack of demand for goods and services.")

—There has been a slow-down in economic growth. ("The conclusion, according to Walter W. Heller, chairman of the President's Council of Economic Advisors, is clear: We are not growing fast enough to make use of our growing productivity and labor force.")

—Any rise in productivity cuts the need for workers. ("John F. Henning, Under Secretary of Labor, estimates that 2.2 million jobs a year are eliminated in the U.S. by increased output per man-hour due largely to technological progress.")

—Productivity has outstripped wages. ("Purchasing power — wages, salaries, and fringe benefits adjusted

for price changes—has risen less than output per man-hour in the private economy between 1956 and 1962. The ratio is 15.2 per cent as against 20.2 per cent.”)

Hoffa reiterated his position that automated industry is not yet sharing the benefits of technological advance with the public or with labor.

“Automation, meanwhile, is causing a redistribution of income in our society with the following results:

“There is emerging a more securely rich group at the top. The holders of stock in automated companies are now enjoying higher profits and higher dividends. The top 10 industries which advanced in profit over the third quarter of 1962, were highly automated industries such as steel, aircraft, airlines, railway equipment, and office equipment. There is a continued struggle for a moderate existence of most regularly-employed workers, and at the bottom, the abysmally poor 7 millions live on surplus food hand-outs.”

Hoffa said that while one of the first effects of automation was to sweep away thousands of blue collar jobs, the second phase will be to sweep away “hundreds of thousands, if not millions, of white collar worker jobs.”

Economic Dimension

The Teamsters Union leader disagreed with those who call automation a “curse” or a “worse danger than the atom bomb.” He said:

“I do not believe that some men were born to work and some to play . . . I do not see one group of people as the workers who must always be grateful when given a chance to hew wood or draw water — for other people.”

Hoffa predicted that the nation can and will “learn to welcome automation, but that time will not come until we have reversed the initial (bad) effects of it.”

Any program to solve the problems of automation, Hoffa suggested, should include along with shorter work weeks:

—Immediate wage boosts to get wages in line with increased productivity, to boost spending, and to fight deflation. (“The most direct and most effective method of distributing the gains of increased productivity is to enlarge the role of unions . . .”)

—A tax cut is necessary, particularly one which would give exemptions of \$1,000 per dependent. He

AVERAGE HOURS PER WEEK FOR DRIVERS—1937-1962

Years	Average Hours Per Week
1937	47.8
1938	47.8
1939	47.8
1940	47.4
1941	47.2
1942	46.4
1943	46.4
1944	46.0
1945	45.9
1946	44.7
1947	42.6
1948	42.4
1949	42.2
1950	42.0
1951	42.0
1952	41.8
1953	41.3
1954	41.1
1955	40.9
1956	40.6
1957	40.5
1958	40.3
1959	40.2
1960	40.2
1961	40.2
1962	40.1

SOURCE: Bureau of Labor Statistics, U.S. Department of Labor.

said current tax cut proposals do not help lower income groups.

—A crash program of social legislation, including a Technological Unemployment Fund, financed by a tax on employers to focus attention on the problem of joblessness and to provide an incentive to eliminate unemployment.

—Retraining programs.

—A Public Works program to “stimulate national growth and progress, immediately and directly.”

Hoffa reiterated the International Brotherhood of Teamsters policy—approved by the General Executive Board last June in Seattle—recom-

mending a legislated shorter (35-hour) work week.

The negotiated shorter work week, leaving the non-union employer free to take competitive advantage of the union employer bound to shorter hours by a contract, has been frowned upon by the Teamsters.

Hoffa was able to dramatically illustrate to the Holland subcommittee one of the things wrong with the U.S. economy as he told the congressmen of a news event just being reported by the wire service as he testified, wherein Studebaker Corp., announced plans to quit auto production in the U.S. and continue to build cars in Canada as a runaway producer.

Concluded Hoffa in his official testimony:

“If we are to face the economic facts of today, including the accelerated pace of technological change we call automation, we must quit using 19th century economic blinkers.

“We do not have a pure, free enterprise system. We have a system of mixed competition, near monopoly, and a wide area of government spending.

Divide or Unite

“We should quit always doubting each other’s motives. All government action is not bad, all business is not looking to monopoly profits, and all unions are not seeking unjust wage increases.

“If we are to pull this country out of a situation of permanent stagnation of the economy, it will require us to all pull together. If we can succeed, we shall give democracy a full economic dimension as well as a political and social one. If we fail, then social democracy will continue to dwindle and political democracy itself may yet be lost.

“Either automation will divide this society or it will help us to further unite in a peaceful, prosperous, more cultured America.”

One of the proposals by Teamsters Union General President James R. Hoffa to help overcome some of the threatening aspects of the U.S. economy which point toward another depression—“second to none”—was:

“So I say—set the unions free. Repeal the Right-to-Work laws, Taft-Hartley, and Landrum-Griffin law, so organized labor can play a bigger part in getting America on the move. We want to be free to organize the unorganized workers.”

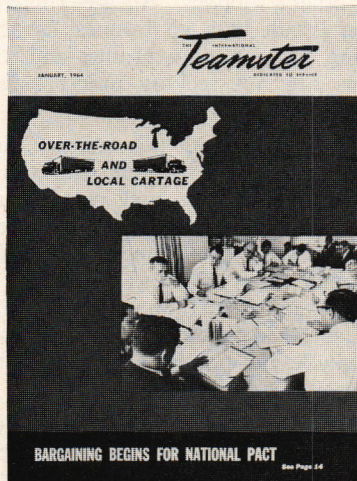
Safety Award Winners



Presented driving awards by the Iowa Motor Truck Assn., Inc., for outstanding safety and courtesy on the highways, according to Business Representative Glenn M. Sherman of Teamster Local 828 in Mason City, Ia., were these members, employees of Ruan Corp. Most of the men are petroleum or cement drivers. Forty awards were given.

National Freight Contract Negotiations Continue

As this issue of the *International Teamster* magazine went to press, negotiations for a national agreement in over-the-road and local cartage were underway in Chicago.



Teamster President James R. Hoffa, chairman of the Teamster National Freight Agreement Negotiating Committee, reported that talks were progressing satisfactory.

Negotiations were scheduled to recess for the Christmas holidays, when they will be reconvened.

On hand in Chicago were members of the 40-man Teamster National Freight Policy Committee. This committee is composed of 10 men from the four Teamster area conferences. They were pressing demands for a master proposal which was compiled from the suggestions of rank-and-file members in more than 500 local unions.

Representing nearly 16,000 employers in the contract talks was Trucking Employers, Inc., a management committee which came to Chicago with authorization to bargain for trucking employers across the land.

Union negotiators, headed by President Hoffa, are pressing for an agreement which will cover over-the-road drivers, city pickup and delivery drivers, dockmen, clerical workers and mechanics.

Approximately 450,000 rank-and-file Teamster members from more than 500 local unions are involved in the negotiations for a new three-year agreement.

When an agreement is reached between union and company negotiators, it will be submitted to the rank-and-file for ratification.

Airline Teamsters OK New Contract

Some 700 Teamsters Union members ratified by a better than 2-to-1 majority a new work agreement with Western Air Lines recently providing extensive improvements over the old contract the workers had as members of the International Association of Machinists AFL-CIO.

Henry Breen, director of the International Brotherhood of Teamsters Airline Division, said the agreement covers Western's mechanics and related personnel at bases in Los Angeles, San Francisco, Seattle, Great Falls, Minneapolis, Salt Lake City, and Denver.

Negotiations were headed by Breen, assisted by Jack Jorgenson, Joint Council 32; M. E. "Andy" Anderson, Los Angeles; and a rank-and-file committee.

Altogether, the new pact contains 52 changes over the old IAM agreement and is highlighted by a solid wage increase and improved fringe benefits.

Retroactive to April 1, 1963, the contract provides for a 10-cent hourly wage gain on that date followed by another 5-cent hourly wage increase Oct. 1, 1963. Another hourly wage hike of 10 cents becomes effective Oct. 1, 1964. The agreement extends to Nov. 1, 1965.

Besides the pay hikes, there were increases for shift premiums ranging from 9 to 10 cents for the swing shift, and 13 to 15 cents for the graveyard shift. There also is provision for a paid meal period.

Breen said other gains in the agreement included a 100 per cent company-paid health and welfare clause covering both employees and their dependents—a "first" in the airline industry.

Accrued sick leave, at the rate of 1 day a month, was increased from 48 days to 70 days.

Other fringe gains, Breen said, included an increase in travel accident insurance paid by the company from \$10,000 to \$25,000. The company also agreed to provide foul weather gear and certain other garments at no cost to the worker.

Wisconsin Dairy Teamster Says Cheese Imports Mean Less Jobs

Food imports have affected the employment picture in the Wisconsin dairy industry to the detriment of Teamsters Union members and others whose livelihood depends upon dairy products—that is to say, nearly every wage earner and businessman in the Badger state.

William A. Wetzel, secretary-treasurer of Teamster Local 126 in Fond du Lac, testified to this effect in early December before the U.S. Tariff Commission and Trade Information Committee sitting in Washington, D. C.

Wetzel, whose local union is composed of more than 1,200 truck drivers, milk haulers, warehousemen, and related dairy industry workers, recommended "that no changes be made with specific regard to the tariff schedules pertaining to cheese and other dairy products; and existing quotas be reduced on these items necessary to create a balance with our surplus problem."

The Teamster official told the committee—which is studying what impact a 50 per cent tariff reduction on dairy products might have on the domestic economy—that a plant in the Fond du Lac area already had to lay off 25 per cent of its working force.

The reason was, Wetzel explained, "because the company could purchase foreign cheese at a price lower than what it could produce the same type of cheese."

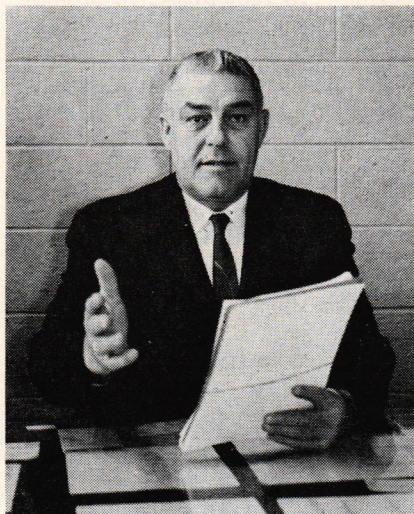
He said: "If we here in America would reduce our wages and standard of living in half, or even work for wages per hour as set by the minimum wage law, the industries in this country could not compete with the foreign markets."

Wetzel pointed out that workers in the American cheese industry, which is centered in Wisconsin, receive an average of \$2.20 per hour. Comparable labor in a foreign cheese plant receives from 42 to 64 cents an hour. This has a particular effect upon the so-called specialty cheeses including blue cheese and various types of Italian cheese.

"Plant workers in foreign cheese plants," Wetzel said, "have just reached the level our people reached during the early 30's. Our people are

not about to return to depression day wages in order to be competitive with foreign labor costs."

Wetzel said he believed the U.S. already had made too many concessions to foreign countries and urged



William A. Wetzel, secretary-treasurer of Teamster Local 126, recently testified in Washington, D. C., on the threats posed to dairy industry workers by food imports.

the committee to attempt to get favorable trade concessions from European countries before making any further cuts in our protective policies.

Wetzel emphasized the urgency of the problem by noting that 80 per cent of the commercial farms in Wisconsin are dairy farms. He said:

"It is quite obvious that any reduction in tariff schedule rates applicable to dairy products will have a deep shocking effect on our workers, cheese manufacturers, dairy farmers, and all other allied industries that depend upon market stability of domestically produced dairy products for their very existence."

Wetzel reminded the committee that several areas in the U.S. already had been hurt economically by imported products, and added that Wisconsin and adjacent dairy states also would become "depressed" if imports were not stemmed.

Altogether, there are an estimated 37,000 dairy workers represented by the Teamsters Union in Wisconsin.

One of the most startling illustrations drawn by Wetzel in his testimony was made as he concluded:

"When the textile worker in North Carolina, the coal miner in West Virginia and Pennsylvania — who also have become involved in import problems of their own—cannot buy the cheese our workers in Wisconsin produce, then gentlemen, we are in serious trouble."



"I have three companies after me now, . . . water, gas and light."

Membership Campaign and Workshops

Head DRIVE Activities

Full time DRIVE Directors from all sections of the United States met in Chicago last week for three days of intensive policy discussions on how best to assure the continued success of the political education and action program.

A major three-point program was adopted to spur interest in DRIVE activities in preparation for the 1964 election. The program was approved by the General Executive Board upon DRIVE Executive Director Sid Zagri's recommendations at the meeting, the DRIVE Directors held an off-the-record discussion on DRIVE'S role in the 1964 elections.

1. MEMBERSHIP CAMPAIGN: Beginning January 15, Local Unions will conduct membership campaigns, keyed to contests which will award members of DRIVE and DLA for outstanding work.

By scoring 150 points, any member of DRIVE or DLA will receive a 17 jewel, lifetime guaranteed Waltham watch. For DRIVE members, the watch will have a Teamster emblem on the dial facing, and a photoengraving of General President Hoffa on the back. For the lucky DLA winners, the Waltham ladies watch will have the Teamster emblem on the front facing, and a picture of General President and Mrs. Hoffa on the rear facing.

Both watches (ladies' and men's) will be held by a gold filled expansion bracelet for the watchband. These watches will be given jointly by National DRIVE and the Local Union DRIVE.

As for the point system, one point will be awarded for each dollar value of memberships sold, with the exception of \$100 Life Memberships, which will count for a half a point a dollar.

Joint Councils will conduct a contest among local unions during the campaign with the local union recording the highest percentage of its members as DRIVE members to receive a Joint Council award in the form of a plaque. A plaque will also be given by the Joint Council to the Local Union with the highest number of DRIVE memberships sold.

A special prize to be announced

later will be given to DLA winners in these categories, through the Joint Councils.

2. It was also decided at the DRIVE Directors' meeting that new impetus would be given to the Business Agents' leadership program by active promotion, of the Business Agents' Workshops around the nation.

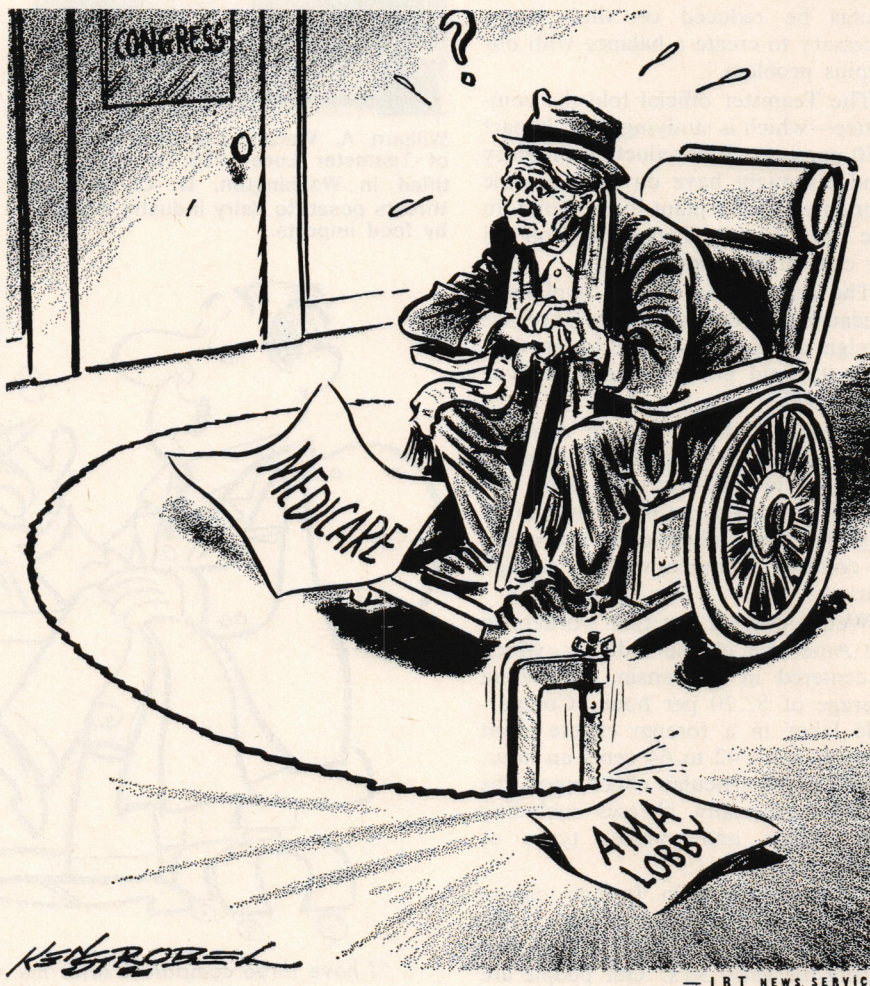
Plans were announced at the meeting to hold such workshops in San Diego and Sacramento, California, in January, and in Wisconsin, Minnesota, Indiana, Michigan, South and North Carolina, and Illinois, with dates to be announced sometime during February and March.

The Workshops will take place over a three-day period, with the first day being devoted to developing skills of

communication. Legislative issues (both state and national) will be discussed on the second day. The third day will be given over to DRIVE ward and precinct organizational techniques.

3. A "National DRIVE Meeting of the Month" will be held in each Local Union and Joint Council, featuring promotional materials sent down each month from national DRIVE. Joint Councils and Local Unions are being asked to schedule the meetings as closely as possible to the first Wednesday of every month.

4. REGISTRATION DRIVE: In order to get as many Teamsters, Teamster wives and Teamster relatives registered in time for the 1964 election, a special registration drive will be held beginning February 15.



— I B T NEWS SERVICE

Supreme Court Gives States Right to Axe Agency Shops

MORE IMPERATIVE than ever—now that the U.S. Supreme Court has given states power to outlaw the agency shop clause—is repeal of Section 14(b) of the Taft-Hartley Act as promised in the 1960 Democratic Party campaign platform.

The recent Supreme Court decision favoring Florida's right to enforce its own so-called "Right-to-Work" law intensifies the need for the Administration to legalize the union shop nationwide by smothering the RTW statutes grown like unwelcome warts across the land.

Called the Schermerhorn decision, the Supreme Court ruling killing the agency shop was received joyfully at the National 'Right-to-Work' Committee headquarters in Washington, D.C.

In an official statement, S. D. Cadwallader, president of the National 'Right-to-Work' Committee, predicted the decision would "accelerate the nationwide 'Right-to-Work' movement."

Forced Open Shop

To understand the significance of the Schermerhorn decision, it is necessary to remember that the Taft-Hartley Act faces both ways on the question of union shop. In Section 8(a)(3) it makes the union shop legal; in Section 14(b) it allows states to pass laws prohibiting the union shop.

Some 20 states have exploited 14(b) and made into law what have come to be called so-called "Right-to-Work" statutes. Rather than giving workers the right to work, such laws really compel workers to work when work is available in a compulsory or forced open shop.

The agency shop clause, which has been written into an estimated 8 percent of collective bargaining agreements through the years, seeks to blunt the impact of open shop laws on union effectiveness.

Under the agency shop clause, a worker who benefits from a union contract without the responsibility of assuming union membership is required by the agreement to pay the equivalent of union dues in return for

the benefits—but does not have to join the union.

The agency shop has been only a limited defense against the impact of Section 14(b). In many RTW states, such as Kansas and Florida, the agency shop has been found illegal by state courts as the RTW'ers have challenged it at every turn. Other RTW states have accepted the agency shop principle in state court rulings.

Justice Douglas, who wrote the Supreme Court's Schermerhorn decision, noted that Section 8(a)(3) contained the federal standards Congress prescribed for a union agreement and entrusted to the National Labor Relations Board for administration. Then he stated:

"Yet even if the union security agreement clears all federal hurdles, the states by reason of Section 14(b) have the final say and may outlaw it. There is thus conflict between state and federal law; but it is a conflict sanctioned by Congress with directions to give the right of way to state laws barring the execution and enforcement of union-security agreements.

"It is argued that if there is a violation of state union-security law authorized by Section 14(b), it is a federal unfair labor practice and that the federal remedy is the exclusive one. It is urged that that course is necessary, if uniformity is to be achieved.

"But Section 14(b) gives the states power to outlaw even a union-security arrangement that passes muster by federal standards.

"Where Congress gives state policy that degree of overriding authority, we are reluctant to conclude that it is nonetheless enforceable by the federal agency in Washington."

The decision was unanimous with Justice Goldberg not participating.

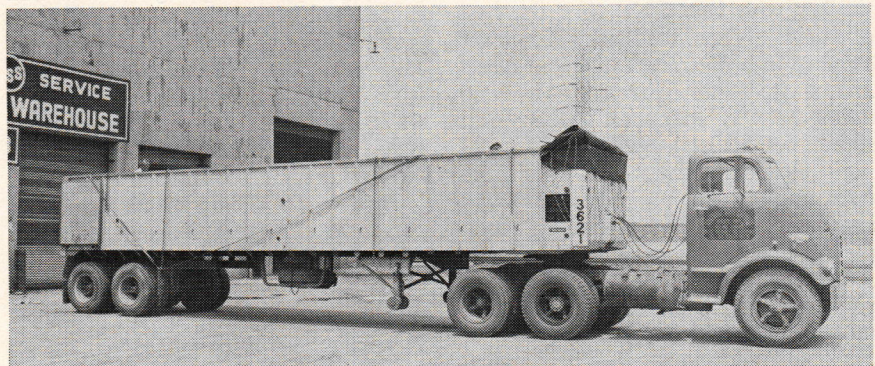
Small wonder that the RTW advocates crowed happily over the ruling. They frankly labeled it a victory over trade unionism. The decision meant that employers everywhere could look forward to a revival of the dishonorable profession of strike-breaking, of bidding workers, one against the other, to undersell each other for a job.

President Lyndon Johnson is clearly committed to repeal of Section 14(b) of the Taft-Hartley Act by the 1960 Democratic Party platform.

Washington observers recall too easily how the late President John F. Kennedy was committed to the platform but made no move in the direction of Section 14(b)—even though measures were introduced in both houses of Congress to repeal the hateful statute.

Johnson has said he would follow through with the JFK policies. He needs encouragement from organized labor on the matter of Section 14(b).

Record Steel Haul



Contract Steel Carriers of Gary, Ind., which is under contract with Teamster Local Union 142, recently hauled the 50 millionth ton of steel produced in the Gary Sheet and Tin Mill to the John Deere Co., of Des Moines, Ia. This is the rig that hauled the load.



A Peace Corps Volunteer is shown here instructing Colombian farmers in agricultural techniques. This is some of the work that Matt DeForest, a former member of Teamster Local Union 705 in Chicago, is doing as one of the initial volunteers for the overseas program. Peace Corps officials

are high on Teamster members of the Corps because of their perseverance and ingenuity which springs from their trade union activities before volunteering to help less fortunate "neighbors" overseas.

Colombia Knows

Chicagoan Typifies Excellence Of Teamsters in Peace Corps

Matthew DeForest is a Chicago trucker who can drive with the best of them. When the lanky Teamster climbed into the cab of his giant diesel and shifted into gear there was no doubt he was an expert driver. But sometimes his colleagues at the welding supply company would watch him operating a mammoth trailer-truck and smile. Matt DeForest didn't look the part.

In fact, the thin, balding, soft spoken, 31-year-old Teamster looks more like a Latin teacher or a bank clerk than a fellow who has logged thousands of miles of rough long distance driving.

Endless stretches of turnpike, regu-

lar stopoffs at weighing stations and diners—all those have been missing from DeForest's life for more than two years now. He's given up a diesel for a jeep. And smooth flowing highways for rugged mountain roads. He is still secure behind the wheel, driving through the back country of Colombia.

He's in the Peace Corps, the first person to join from Chicago, and as a member of Teamster Local 705 was undoubtedly one of the first Teamsters in the nation to join the volunteer overseas program.

Matt DeForest is one of the fifty Teamsters who are at work in every corner of the world as Peace Corps Volunteers. They are serving in Latin

America, Asia, the Near East and Africa, participating in a wide range of self-help projects that include auto-mechanics, road building, carpentry, surveying, urban and rural development, and other similar undertakings.

Like many of the more than 7,000 Volunteers serving overseas, Peace Corps Teamsters are not limited to working in warehouses or driving trucks. Simply put, they are trying to meet local needs—from building chicken coops to roadways—by working with the inhabitants on a full agenda of projects and other self-help activities. Some Teamsters are located where transportation is limited to bicycles and canoes. Others have

found that their transportation skills are not needed nearly as badly as their resourcefulness in helping to start sanitation and nutrition programs.

All of them are being challenged by the overseas experience and opportunities. Peace Corps officials say that most of the Teamsters have shown the kind of perseverance and initiative needed to make significant contributions to the program.

For Matt DeForest, the Peace Corps provided an opportunity to fulfill a deeply felt need that had been nagging at him for a long time.

"All my life," he said recently, "I've been wanting to get off the sidelines and get into the game. Now I've done it."

Other Teamsters have, too. Robert Trumpler, for example, an Aptos, California trucker, who's working at a government-operated auto repair center in Tunisia and recently helped restore transportation facilities in that country after a damaging flood. Or Charles Judd, a heavy equipment mechanic from Randall, Minnesota, who's in the delta region of Malaya, helping farmers initiate irrigation projects to protect their rice crop. And former warehouseman George Larson of Portland, Oregon, who's in Indonesia teaching physical education.

Matt DeForest was with the first contingent of Volunteers to arrive in Colombia in September 1961. The

group was among the first in the Peace Corps to complete training and start its overseas activities.

It was very cold at 2 a.m. when the sleek jet airliner shook El Dorado Airport at Bogota, and rolled up to the main terminal gate to deposit some 40 Volunteers. DeForest and his colleagues stumbled out into the cold darkness to begin the first Peace Corps attempt at rural community development.

They entered a five-week course at the Rockefeller Foundation's experimental farm near Bogota, where they learned some of the fundamental soil and agricultural problems confronting the rural farmers of that Latin American country.

When the sessions ended, DeForest's fellow Volunteers elected him a Peace Corps leader.

Recalls Volunteer Tom Mullins of Fort Wayne, Indiana: "Picking Matt as our leader was a very natural thing to do. We respected his sincerity and devotion to the program. He's the kind of person who talks only when he has something to say—and when he does—everyone listens."

As a Volunteer leader, DeForest supervised 30 Volunteers working on rural projects in eight villages, and was a combination troubleshooter, diplomat, expeditor, counsellor, evaluator, equipment supplier and trusted friend. He was also back behind the

wheel, driving on the mountain roads that twisted precariously up steepening slopes at 8,000 feet.

DeForest was constantly on the go, visiting each site of Peace Corps activity in his region. Often, because of the rugged terrain, his trips would take seven or eight hours to reach a village only 75 miles away. But regardless of the difficulty, he visited each village at least once every two weeks.

There, he would meet with the Volunteers and help them work out their problems and equipment needs. He would pacify the impatient ones and spur some of those who were experiencing low morale and homesickness. Sometimes there were unexpected problems. On one occasion, Matt's jeep nearly collided with a wandering calf. During the rainy season, the sharp curving roads became increasingly dangerous to negotiate and more than once his jeep nearly tipped over into a deep ravine. There was also an emergency or two. Once, he drove past as a farmer was being run over by his own tractor. Matt screeched to a halt as wheels of the tractor ground over the man's chest. The farmer had climbed down from the driver's seat to move a log out of the way and had left the tractor in gear. Matt turned off the ignition and carried the farmer to his jeep. The farmer died before Matt could get him to the hospital.

A Romance

Like most of the Volunteers, DeForest arrived in Colombia with only a stumbling knowledge of Spanish. He had been through an intensive twelve-week training program that featured 300 hours of classroom and laboratory work. But once in the field, even the best language training seems inadequate. In Matt's case, however, he really proved his ability to communicate—by courting a pretty *senorita* who spoke little English.

"I had the jeep during the times we dated," Matt said. "On Sundays we'd drive up the mountain near Bogota that has a statue of Guadalupe on top and look down on one of the most scenic views in the world. I also spent lots of time at her house (Elvia kept house in a large apartment where she lived with two brothers and three sisters—her parents were living in a small village outside Bogota). I figured it would be cheaper visiting at her place because one of her brothers would always accompany us as a

Teamster Serves as Santa



Canal Street in New Orleans celebrated Christmas with a parade of the Mardi Gras type even though there was no snow and hardly a threat of frost. Joe Guidry, business representative of Teamster Local 270 in New Orleans, served as the big man on the float.

chaperone. And, of course, spending time at your girl's home is the custom here and the parents like it."

This courtship made Peace Corps history. Matt DeForest became the first Peace Corps Volunteer to marry a local national. The wedding was attended by 45 Volunteers, many of whom had travelled from the remote corners of Colombia.

A few months ago, Matt and his wife made another big decision. Matt's tour of duty in Colombia was rapidly drawing to a close and he had been invited by the Peace Corps to continue his work there as Associate Peace Corps Representative. It's a job that means a sizeable increase in responsibility for a Volunteer. It means joining the Peace Corps staff to assist the organization's in-country representative administer the program. After some thoughtful deliberation, DeForest accepted the job.

He will be in Colombia for two more years. His job will now be nationwide in scope and the problems magnified. But Matt DeForest is getting what he wants—"off the sidelines and into the game."

Union Activities

Lots of Teamsters feel the same way. Like Matt DeForest, they are discovering that their occupations and union activities have prepared them for facing challenges and difficult situations in other lands. Most of them have been surprised by the ease with which they have adjusted to new climates and ways of life. And nearly all of them have returned home with a better idea of their own capabilities, with the satisfaction of having accomplished something significant.

Peace Corps Volunteers serve for two years at an overseas post, receive comprehensive training and language instruction before beginning their assignment, and accumulate \$75 a month for each month of overseas work which is banked for them until they return home.

For Matt DeForest, and other Teamsters like him, the Peace Corps is both a challenge and opportunity.

And they are making the most of it.

• Numbers Decline

National and international unions with headquarters in the U. S. report a total membership of 17,630,000 in 1962, according to the biennial survey of the U. S. Department of Labor's bureau of labor statistics. This represented a net decline of 487,000 from the 1960 total of 18,117,000.

Maurice R. Schurr New International Trustee



Maurice R. Schurr

The International executive board has concurred in the recommendation of Teamster President James R. Hoffa, by appointing Maurice R. Schurr, 50, of Local 929, Philadelphia, International Union Trustee.

At 17 he was employed by Philadelphia Terminals Auction Company as a fruit and produce checker, and worked on the platform of the Pennsylvania and Baltimore & Ohio Railroads.

At the Auction Company he became active in organizing their employees into a Federal chartered labor union known as the Wholesale Fruit and Produce Union No. 20642. In 1938 he was elected a Trustee of Local Union No. 20642.

Schurr and others decided to seek a charter from the Teamsters. This charter was granted in 1941, and the Union became known as the Produce, Poultry, Fish and Oystermen Drivers and Helpers Local Union No. 929.

He was appointed a Trustee of Local 929 in 1942. In 1944 he was elected Business Agent and since 1949 has been President of Local 929.

In 1945 Schurr and those associated with him were successful in organizing and taking into the Teamsters Union employees of Penn Fruit Co., which is one of the largest food chains in Philadelphia and vicinity. As a result membership reached a total of 4500.

He was also instrumental in setting up a pension plan for the employees of Penn Fruit Company and Philadelphia Fresh Food Terminal Corp.

He is a trustee of the Local 929—Penn Fruit Company Pension Plan and is also a trustee of the pension plan of the Philadelphia Fresh Food Terminal Corporation. He serves on the Policy Committee of the Teamsters Health and Welfare Fund and Pension Fund of Philadelphia and vicinity.

He has been a member of the Pennsylvania State Athletic Commission for more than 10 years.

He is a member of the Labor Division of Deborah Hospital United Fund, Northern District Philadelphia Boy Scouts of America, has served on the Board of Managers of Fife-Hamill Memorial Health Center, is active on committees serving both churches and synagogues, has been a member of his own Congregation for more than twenty years.

In 1962 because of his outstanding service he was awarded a citation from the Northern District Philadelphia Boy Scouts of America.

He is married, the father of two daughters and has two grandchildren.

Headed for Court

Compulsory Arbitration Fails To Settle RR Dispute

RAILWAY BROTHERHOODS, boxed in by a special compulsory arbitration law and the first determination made under that law, are going to the courts in a desperate attempt to save the jobs of an estimated 65,000 members.

Four "operating" unions have appealed to the U. S. District Court in Washington, D. C., in suits asking the court to set aside a sweeping pro-management award in the rail work rules dispute and to declare unconstitutional the special compulsory arbitration law under which the the award was issued last Nov. 26.

The filings were made by the Brotherhood of Locomotive Engineers (BLE), Brotherhood of Locomotive Firemen and Enginemen (BLFE), Switchmen's Union of North America (SUNA), and the Brotherhood of Railroad Trainmen (BRT). The Order of Railway Conductors and Brakemen (ORCB) abstained from joining in the court action but promised to support the other unions.

If the federal district court fails to stay or invalidate the arbitration

award made by a tripartite board established under the authority of Public Law 88-108, it means the decision would become effective Jan. 25 for a 2-year period.

At issue are 2 disputes—elimination of firemen on diesels in freight and yard service, and size of the "crew consist" in certain operations. The dispute has been broiling 4 years. Congress, stampeded by phony fears, passed the compulsory arbitration law to ward off a walkout it had been told would develop into a national rail strike.

Teamster Union General President James R. Hoffa was one of the few labor spokesmen coming out firmly against the ideas behind Public Law 88-108—both before and after its enactment last Aug. 28 even as marchers for jobs and freedom were melting away from the Lincoln Memorial in Washington.

Hoffa's apprehensions regarding any compulsory arbitration setup were echoed by the rail unions in a joint statement early last month:

"Our decision to press a legal attack on the constitutionality of Pub-

lic Law 88-108 and the compulsory arbitration award rendered under its authority is based on a very real concern for the future of collective bargaining."

The rail Brotherhoods declared the precedent of compulsion was weighted heavily in management's favor. They said that if the situation was allowed to go on unchallenged, the railroads could be expected to seek congressional help in future collective bargaining.

The last point was especially pertinent in view of the fact that the strike ban voted by Congress on so-called "secondary issues"—pay rates, seniority and other work rules—expires this coming Feb. 24. So far, agreement has not been reached on these issues.

Another complaint by the Brotherhoods was that the award made by the tripartite board exceeded the limits prescribed by the legislation, and further created a "massive economic and administrative burden" for the labor organizations.

"Compulsion in the railroad work rules dispute," said the Brotherhoods'

joint statement, "would force 200,000 railroad operating employees to work under conditions far inferior to the conditions bought and paid for through collective bargaining. At the same time, the railroad corporations would make a handsome profit at the expense of their employees' freedom. This is not democratic, just, nor constitutional."

The statement concluded:

"We believe the public has a great deal at stake in our struggle. The question of employee servitude to protect management's profits does not relate to railroad workers alone. The public in general and the labor movement in particular should be concerned with the grave precedents involved."

Figuratively, the rail Brotherhoods were pointing an accusing finger at the breakdown in collective bargaining as brought on by government intervention. It also was the signal moving the work rules controversy to the federal courts, a controversy that began in 1959 when the railroads manufactured the phrase "featherbedding" and peddled it successfully to gullible newspaper readers through the commercial press.

New Negotiations

Meanwhile, 11 non-operating rail unions—working in unison—have now started negotiations on a new contract with the railroads. Union spokesmen note that the carriers already have countered with proposals that "would sharply turn back the clock on virtually everything we have gained over a long period of years."

This was the case even though the railroad industrialists were happily tabulating a 14 per cent profit gain over the previous year as 1963 came to a close.

Litigation in the coming months probably will find itself returning—like a dog to a favorite bone—to the congressional mandate embodied in Public Law 88-108 which directed the appointed umpires to take up the work rules dispute where private negotiations had left off. The law read in part:

"The arbitration board shall incorporate in such decisions any matters on which it finds the parties were in agreement, shall resolve the matters on which the parties were not in agreement, and shall, in making its award, give due consideration to those

"In 1963 the railroad industry is in deep financial trouble (*Readers Digest*)—as it was in 1950 (*Business Week*); 1940 (*Time*); 1920 (*The Wall Street Journal*), and 1910 (*Saturday Evening Post*)."—*The Nation*, Nov. 16, 1963.

"NEW YORK, Dec. 10—(AP)—Stuart T. Saunders, board chairman of the Pennsylvania Railroad, said today 1963 is proving the best profit year for the nation's railroads since 1957.

"Earnings of \$650 million for the industry are in sight, up from \$571 million last year and \$382 million in 1961, he told an Institute of Life Insurance luncheon."—*The Washington Post* Dec. 11, 1963.

matters on which the parties were in tentative agreement."

The tripartite board opened hearings in September and it was quickly apparent, as the Washington (D. C.) *Post* reported, that the sessions looked like a "round trip to nowhere."

The carriers lost little time retreating to their original position of 1959: That management in essence

be given the unilateral right to dispense with the services of firemen and to determine the make-up of "train service" (non-engine) crews—even though such power would have permitted the railroads to eliminate 25 per cent of the then current 190,000 on-train jobs.

Also, the carriers told the arbitrators that the railroads "did not and do not concur" with the recommendations of a presidential emergency board last Spring, even though the chief management spokesman at that time said "the railroads support the emergency board report."

So it went. Added to the pile of information collected by the tripartite board was material filed by Secretary of Labor W. Willard Wirtz as he was directed to do by Congress. The material showed areas of tentative agreement reached between the Brotherhoods and the railroads.

The unions were rudely surprised at the subsequent findings of the board which authorized the nation's railroads to eliminate gradually most of the jobs of firemen on freight and yard diesels.

All that the Brotherhoods seemed to have gained was a victory over the word "featherbedding" itself, which the board said was an untrue definition in the sense that firemen

Champion Teamsters



Teamster Local 414 in Ft. Wayne, Indiana, is the proud sponsor of this team which captured the city championship of the Colt League, finishing the season with a 20 won, 3 lost record. This was the second year of sponsorship by Local 414. Harold Paper, secretary-treasurer of Local 414, reports that the team was managed by Carl Wilcoxson, extreme left in picture, who is a Fort Wayne police officer.

were not being paid for doing nothing.

In the court suits—one filed jointly by BLFE, SUNA, and BRT, the other filed by BLE—both listed the railroads and Ralph Seward, arbitration board chairman, as defendants. In addition, the three unions filing jointly named Attorney General Bobbie Kennedy as a defendant, and the BLE named the entire arbitration panel.

Additionally, the "operation" Brotherhoods' leaders voiced doubts as to whether the railroads want to negotiate a settlement of the remaining issues. They said management

was not approaching the bargaining table with any "sense of urgency." They wondered aloud whether the railroads hoped to return to Congress for more compulsory arbitration on the unresolved "secondary" issues.

As 1964 opened, economists and sociologists with labor-management interests were "marvelling" at what appeared to be renewed rail Brotherhood militancy. There was even speculation whether the work rules dispute would be the first "test" in this field for President Lyndon Johnson.

Bankruptcy Incidence Proves Need for Consumer Education

MORE than 150,000 Americans—most of them wage earners—are expected to be buried in the economic graveyard as victims of bankruptcy in fiscal 1962.

The figures will not be completely gathered from U. S. District Court records until near the end of the year, but bankruptcies are expected to easily exceed the 1961 mark of 146,643. Of that total, 119,117 or more than 81 per cent were filed by wage earners.

The disturbing fact of the bankruptcy rate is that it is one of the few skyrocketing figures in the U. S. economic scene.

In 1950 when total civilian employment was 63.1 million men and women, there were 33,392 bankruptcies of which 22,933 or 68.7 per cent were wage earners.

By 1961 total civilian employment had increased only 12 per cent to 71 million. But in the same period, total bankruptcies had increased 440 per cent and wage earner bankruptcy had zoomed 510 per cent.

Why this astonishing socio-economic blight on the free enterprise system?

It would be too simple to conclude that thousands of workers have suddenly discovered the Bankruptcy Act. The legal process does not operate that simply. Too often, the court proceedings show the bankrupt person to be so flat broke that there are no assets whatsoever to be distributed to creditors.

Likewise, it would be too simple to suggest that the flood of bankruptcy is a result of the impact of automation

on the unemployment rolls. Technological progress has been with us for years. The bankruptcy rate has fattened suddenly in the past decade.

More likely, wage earners who find themselves bankruptcy victims today were confused consumers yesterday. They were figuratively tossed to the lions of a mysterious credit interest system, a deceptive marketing system, and often a mercilous garnishment system. Good income or not they were unable to survive in a sea of debt.

Curiously, the original Bankruptcy Act enacted before the turn of the century was designed solely for businessmen. Its purpose was to help rehabilitate a distressed business debtor and provide for quick distribution of his assets to his creditors. It involved a social stigma, also—to be a bankrupt was to be a failure.

For years, Americans accepted this escape hatch from business oblivion for what it was—a financial life-saver but a social disgrace.

Then the Great Depression of the 1930's came along. It took the heart out of the wage earner who first mortgaged everything he had and then lost it all eventually anyway. Whereas before he had tried to work his way out of overwhelming debt, he now saw debt everywhere and asked himself: why make the struggle? Heavily-indebted individual workers began filing bankruptcy petitions. Bankruptcy began to lose its social odor.

World War II snapped the economy out of its doldrums, of course, but after the war, something was needed to keep the wheels turning. One of

the earliest answers discovered by merchants was to take the fetters off installment credit buying.

Suddenly it was possible to buy just about everything offered in the marketplace for no-money-down-and-for-ever-to-pay. Thousands of American consumers who had been hungry all their lives for the better standard of living they had heard about began "buying" what they needed.

Consumer credit spiraled upward. Today, none can say accurately what the paper debt totals.

Merchants very naturally wanted to collect money for what they had over-sold. When this became progressively more difficult, dozens of states began strengthening their garnishment laws. Hardships for both debtor and employer were provoked.

Consumers, like the dog who sniffed at a porcupine, began to disbelieve the lurid advertising. Soft sell, they learned, resulted in hard knocks for them. They bought fewer slices of the pie in the sky.

Advertisers, trying to revive the spirit of the buyer, developed the hard sell. New, amazingly low interest rates were promised—rates that often turned out to be a vise strong enough to strangle any wage earner.

True Interest

One per cent per month—if added to the purchase price and the total repaid in 12 equal monthly payments—was a wordy disguise for an interest rate of 21.5 per cent annually. Two and one-half per cent per month on the unpaid balance sounded good but it was actually 30 per cent true annual interest.

Another gimmick to trap the purchaser was false packaging. While this seemed petty larceny in the supermarket, it paid off in millions of dollars extra profit for dishonest producers willing to juggle actual weights or words like "regular," "super," "giant," "king size," and so on.

Often American consumers found themselves facing the wall. Then they turned to loan sharks and that was the final precipice over which they dropped to bankruptcy.

Perhaps the pattern as described here is over-simplified. Sociologists and economists, however, who have written much in recent years about the perils of keeping up with the Jones family, now are writing simply about the difficulties of keeping up.

Poverty and deprivation for two-fifths of all Americans has been too

well documented to be overlooked. Now the blight is attacking the workers who achieve moderate or better than average incomes, yet still cannot maintain the living standard they've come to expect.

Too late, the indebted consumer learns that he should have been a more skillful spender. Yet, where is the school for him in which to learn except that known as Hard Knocks University?

Protections are clearly needed for the American consumer. Several states have already established consumer bureaus that work diligently at educating the public in the matter of weights and measures, interest rates, packaging, etc. But the effort so far is only a tiny response to what one expert has described as a major educational need.

Helen E. Nelson, consumer counsel to Gov. Edmund Brown of California, put it this way:

"The pay check we receive for performing our services on the job is, after all, only a piece of paper. Our satisfaction in life depends to a large extent on how well we convert that piece of paper into all the goods and services that make up a way of life for ourselves and our families. It is to this vital spending function that we must give more of our attention today.

"We must recognize that preparation for our role as consumers is a major educational need. We must give thought to what portion of this education parents are able to, and can be expected to, provide and what portion schools must undertake in preparing young people for responsible citizenship."

Consumer education offers aid for the wage earners of tomorrow. For the moment, the moral would seem to be: Make the most of your money or you too may join the growing bankruptcy ranks.

Following are bankruptcies filed in U.S. District Courts:

Year	Total by all Individuals	Total by wage Earners	Pct.
1950	33,392	22,933	68.7
1951	35,193	25,984	73.8
1952	34,873	26,527	76.1
1953	40,087	31,253	77.9
1954	53,136	40,889	76.9
1955	59,404	46,163	77.7
1956	62,086	48,784	78.6
1957	73,761	59,053	80.1
1958	91,668	73,379	80.0
1959	100,672	81,516	81.0
1960	110,034	89,639	81.5
1961	146,643	119,117	81.2

Open Shop Advocates Renew Attacks On Unions

Advocates of so-called "right-to-work" legislation have been invigorated by the recent U.S. Supreme Court upholding the premise that state courts have the power to prohibit agency shop agreements where the union shop is banned by state law.

Quick to rekindle enthusiasm, for example, were Sen. Wallace F. Bennett (R-Utah) and Dr. O. Preston Robinson, editor and general manager of the Salt Lake City *Desert News*, leading newspaper of the most vocal RTW state in the Rocky Mountains.

Using the old one-two punch, Robinson printed an extensive pro-RTW article in his newspaper, containing the worn sayings and entitled, "Right-to-Work Laws are American Way of Life." Then Sen. Bennett had the article reprinted—"there being no objection"—in the Congressional Record of Dec. 16, 1963.

American newspaper readers can expect to see a resurgence of this sort of thing. Particularly is this true in states where reactionary politicians hold sway and there is a willing press to serve as a springboard to the public ear.

John Marshall Retires From Jt. Council 42

John Marshall, secretary-treasurer of Teamster Local 306 and treasurer of Teamster Joint Council 42 in Los Angeles, has retired after nearly 20 years as a union leader.

Marshall has served continuously as secretary-treasurer of his local union since its charter was issued Sept. 6, 1946. He has been a member of the Joint Council Executive Board since 1949.

He made an historical contribution to the welfare of Western Conference Teamsters through his participation in and development—along with negotiation of—the Western Conference Pension Plan.

Because Marshall is considered one of the outstanding experts on pension problems, he was asked to serve as Joint Council 42's consultant on pensions on a part-time basis.

John M. Annand, Joint Council 42 president, said of Marshall:

"He has been a labor leader in the finest sense—tough, unremitting in his fight for better conditions for his members; warm and understanding of human problems; responsible and foresighted in dealing with the critical policy problems that have faced us in the past decades. . ."

Marshall's retirement was effective Dec. 31, 1963.

Local 438 Driver Members Receive Awards

A dozen members of Teamster Local 438 in Kankakee, Ill., were honored recently by their employer, Kroehler Mfg. Co., for outstanding safe driving records.

Leading the group were 4 drivers sporting records of 10 years or more without a preventable accident: Viateur Hamende, 15 years; Everett Imhouser, 12 years; Louis Lenfert, 11 years, and Verl Johnson, 10 years.

Drivers with less than 10 years receiving the safety honors were James Elliott, Donald Stevens, Duane Mathy, Richard Doud, Ted Martin, Tom Bisailon, Delbert Bennett, and Vernon Dams.

Amarillo Teamster Receives Big Brother of 1962 Award

When they passed out the Big Brother of the Year award for 1962, it went to a 6 foot, 4 inch Teamster, 270 pounds, and a driver for Navajo Truck Lines in Amarillo, Texas.

He is J. E. 'Jim' Walker, Local 577 steward, and over-the-road driver.

The Amarillo *Globe-Times* described Walker as a "big, jovial truck driver who has a great heart for children, and he thinks there is nothing in the world like their companionship." Walker especially likes helping youngsters who need a man's companionship, and that's one reason he belongs to the Big Brothers of Amarillo.

Teamster Walker's little brother is 11-year old Ronnie Morehead, a sixth grade student, and they enjoy many activities together. They go boating, they fish, water ski, and just go walking around the country together and piddle around the house together.

One of the highlights of their companionship came in June when Walker took Ronnie on a deep sea fishing trip to Quamas, Mexico.

"We saw about 10 sea turtles and a manta ray, a whale and a shark about as long as our boat," Ronnie said.

"This was the first big trip we went on," says Walker. "The first one we had a chance to go on."

"My working hours keep me out of town six days a week," says Walker, who has driven for Navajo for the last 13 years.

He drives the run to El Paso and back three times a week. He's been associated with truck lines "all my life," Walker explains. Driver, dock foreman, solicitor, pickup and delivery, everything but an agent, he says.

He was born July 9, 1920, in Brady, Texas. A resident of Amarillo for 27 years, Walker has quite a philosophy about youth:

"We (the Big Brothers) could not work with these boys as well as we do if we didn't have our wives helping us. They're always filling in with the food and planning activities—they plan them as much as we do."

Before joining Big Brothers about a year and a half ago, Walker spent about four years working with Kids, Inc., coaching football, baseball, and basketball.

"I haven't any children of my own—that's about the main reason," Walker says of his Big Brother activity.

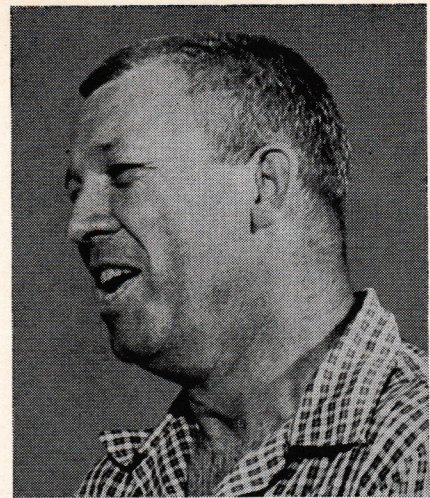
"It's a satisfaction to know you're doing something constructive," he explains. Walker said his little brother's school teacher told him the youngster's attitude has changed for the better since having a Big Brother.

"That makes me feel pretty good when the school teacher tells me that," said Walker. He says Ronnie has learned to take care of himself more, "doesn't leave it all up to his mother anymore."

Says Maurice Mitchell, secretary-treasurer and business manager of Local 577:

"Brother Walker has been a steward on the over-the-road classification at Navajo at various intervals over the years, and we are very proud of this award that he has received."

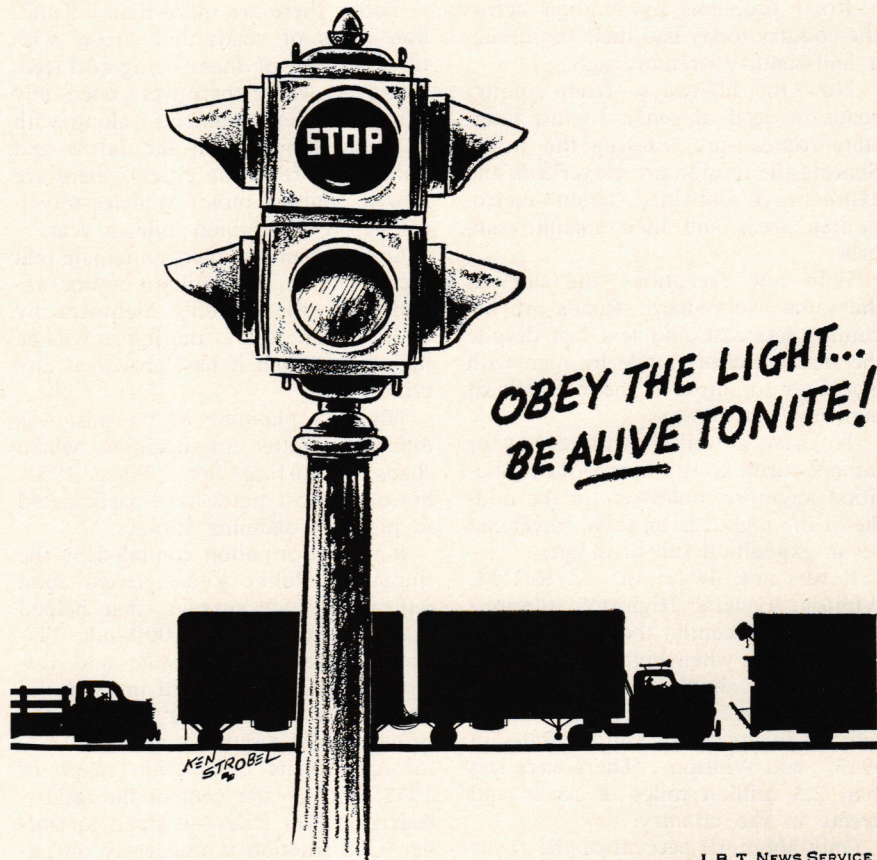
Teamster President James R. Hoffa upon hearing that the Teamster rank-and-filer had been honored, said:



J. E. 'Jim' Walker

"Day after day, we hear of instances like this in which a truck driver, a dock man, or a warehouseman is one of the pillars of a given community.

"We're proud of our entire membership because of men like Walker who daily create a grass roots image of truck drivers which our enemies cannot destroy. These men have the respect of their communities, and their deeds across the country speak for themselves."



I. B. T. NEWS SERVICE

Nation's Highways

Highway Planners See Road Headaches Ahead

ANYTHING that is helter-skelter, says Webster's Dictionary, is characterized by confused hurry—and that has been the life history of motor highway system growth in the United States.

Road problems pyramiding across the country today had their beginnings a half-century or more ago.

Now the highways—from country roads in need of repair to fast interstate routes—are showing the strain. Sharing the tension are cloverleaves and expressways entwined about metropolitan areas and their satellite suburbs.

With few exceptions, the story is the same everywhere: Roads are becoming less safe and less fast despite the massive effort made by men with machines to improve the network of highways and byways.

To drive a well-known freeway or famous turnpike is a hazardous proposition anymore, unless it's in the middle of the night. Even then, travel can be an expedition full of danger.

It was not always so. As Rex M. Whitton, Federal Highway Administrator, said recently, there was a time 50 years ago when highway transportation was a simple task.

"There were only a million motor vehicles in the entire United States in 1913," said Whitton. "There were less than 2.5 million miles of roads and streets in the country."

Only about 10 percent of the roads

were surfaced in those days, usually with gravel or waterbound macadam. Generally, the avenues and highways then changed condition with the seasons and were either muddy, dusty, or ice-rutted.

Today there are more than 3.5 million miles of roads and streets with three-fourths of them being surfaced. However, where there were once only a million motor vehicles (along with 21 million horses on the farms and millions more in the cities), there are now 82 million motor vehicles traveling nearly 800 billion miles a year.

Government planners anticipate that there will be 100 million motor vehicles on the nation's highways by 1976. Chances are, the figure will be higher than that if past growth is any criterion.

Highway planning of the past was much a matter of deciding which roads to surface first. Since 1935, however, most states have participated in highway planning surveys.

It was information compiled by the Bureau of Public Roads, based upon returns of state surveys, that helped make possible the 41,000-mile National System of Interstate and Defense Highways launched in 1956.

Yet the 41,000-mile project has proven so formidable that halfway through to its completion mark of 1972, only 36 per cent of the total—nearly 15,000 miles—is open to traffic. Construction is underway on an-

other 5,300 miles. Engineering and right-of-way work is in progress on more than 11,000 miles. Not much has been done on the remaining mileage other than to determine a preliminary status in some sections.

Serving both civilian and defense needs, the Interstate System is expected to be the nation's key highway network when completed. Authorities expect it to carry 20 per cent of all traffic. Altogether, some 35,800 miles will be rural while the remaining 5,200 miles will be urban.

All federal funds for the Interstate and regular federal-aid highway programs come from federal excise taxes levied on highway users and channeled through the Highway Trust Fund.

Most of the Interstate System mileage now open to traffic was built or improved under the federal-aid Interstate program, much of it in the 90 per cent federal fund matched with 10 per cent state fund sharing program launched in 1956. The other mileage was financed by states and localities mostly under other programs prior to 1956.

One reason for the construction lag in the 41,000-mile System has been the failure of states to take advantage of the program.

For example, the Highway Trust Fund received \$832 million of tax revenue income during the quarter ended last June 30. Highway disbursements during the same period

amounted to only \$690 million. The Trust Fund balance is now nearly three-quarters of a billion dollars—money available to states on a matching 9-to-1 basis.

By the time 1972 rolls around and the Interstate program is scheduled to end, according to Federal Highway Administrator Whitton, there will have been a steady flow of federal-aid Interstate money for 15 years—averaging \$2.5 billion a year for the entire period.

Whitton points out that whether the current program is broadened, expanded, or allowed to drop in 1972, some sort of program must be planned for after that year.

The obvious answer offered by many highway authorities is to expand the 41,000-mile Interstate System which by 1972 will amount to 1 per cent of the nation's mileage.

"But how much," asks Whitton, "can we extend the 41,000-mile System and preserve anywhere near the same proportion of traffic-carrying capacity?"

Whitton said that before any plans can be made at all, the entire program must be reviewed. Noting that the Interstate System's main routes were generally selected in 1947 and most of the urban additions were made in 1955, Whitton said:

"In view of the changes that have occurred and can perhaps now be projected—in population, for example—do we have the well-rounded, complete system for the future? We need to review not only the routes, but the criteria by which they were selected."

Whitton said some additional routes between key cities and through regions not now served are clearly needed. Taking everything into consideration, suggested the highway official, "there are several thousands of miles potentially eligible for addition to the Interstate System."

A prime problem of long-range nature is that in the foreseeable years beyond 1972, the capacity of some Interstate System routes will be reached. More lanes and other ad-

ditions or changes will be needed.

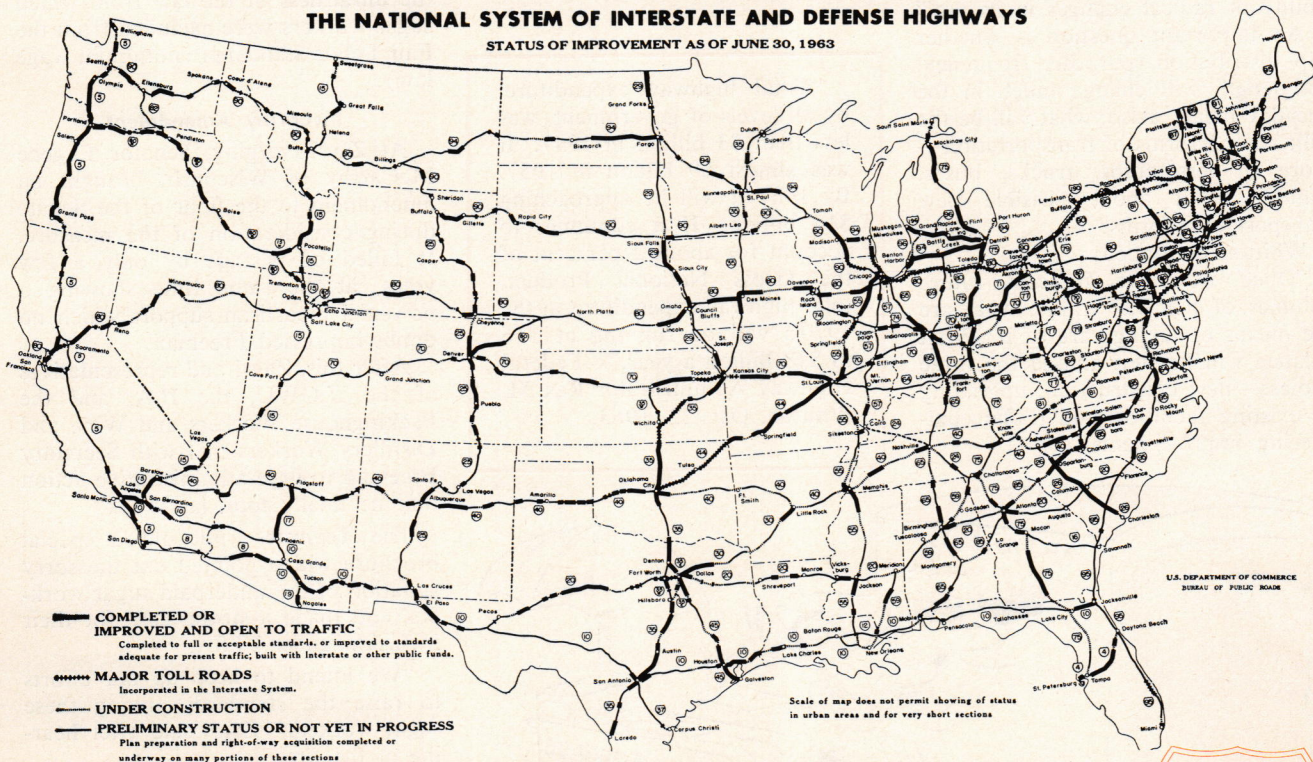
Another problem arises from the fact that about 20 per cent of the Interstate System was built along established highway. Often, the old, existing road was added to the primary system mileage until now the federal-aid primary system—including the Interstate System—totals nearly 270,000 miles.

Along with the expansion of the primary system has come the ballooning of the federal-aid secondary road system. In 1948 there were 378,000 miles of federal-aid secondary routes and the total has nearly doubled since then.

Whitton makes the point of all this that "we seem to be adding routes faster than we improve them." Furthermore, the additions are made in an inconsistent fashion.

There seem to be no boundaries guiding the growth of the federal-aid secondary system. In one state the secondary system includes less than 5 per cent of the state's total mileage; in another it is over 50 per cent.

THE NATIONAL SYSTEM OF INTERSTATE AND DEFENSE HIGHWAYS STATUS OF IMPROVEMENT AS OF JUNE 30, 1963



COMPLETED OR IMPROVED AND OPEN TO TRAFFIC
Completed to full or acceptable standards, or improved to standards adequate for present traffic; built with Interstate or other public funds.

MAJOR TOLL ROADS
Incorporated in the Interstate System.

UNDER CONSTRUCTION

PRELIMINARY STATUS OR NOT YET IN PROGRESS
Plan preparation and right-of-way acquisition completed or underway on many portions of these sections

Scale of map does not permit showing of status in urban areas and for very short sections

U.S. DEPARTMENT OF COMMERCE
BUREAU OF PUBLIC ROADS

Preliminary Status or Not Yet in Progress	Engineering and Right-of-Way in Progress	Under Construction	Open to Traffic
9,571 Miles	11,308 Miles	5,292 Miles	14,829 Miles

31,429 Miles

INTERSTATE
TOTAL
41,000
MILES

USCOMM-DC

In more than half the states, the secondary system comprises 10 to 20 per cent of the total mileage.

Population distribution and the nature and the purpose of the secondary routes usually determine the size of the system. The need for farm, mine, and forest roads leading to markets is less common in some states than in others, for example. Also, a secondary route in one state might very well carry more traffic than a primary route.

There are equally important highway planning problems unrelated to federal aid, but overall is the basic question of what growth can be expected in highway use.

Federal Highway Administrator Whitton concluded that changes in the population and economy—constantly shifting at the national, regional, and local levels—will certainly have an impact on highway use. He said urban transportation studies now underway should come up with a mass of data pointing to solutions in this field within the next few years.

"We will need to consider the possibility of radical changes in the motor vehicle," said Whitton, "and the possibility of radical changes in its use."

An important question is whether trip distribution, purpose, frequency, and length will change much in the decades ahead. Also, what will be the split among forms of transportation—more or less autos, trucks, buses, trains? What about possible new transportation forms?

Whitton continued:

"Once we have forecast future volumes of highway traffic, what are the means of taking care of it? What balance will be best among the three choices—new construction, upgrading of existing facilities, and traffic engineering improvements?"

Whitton said that after these answers are supplied, then the degree of responsibility to be shared by federal, state, and local governments must be determined.

While the highway system of the United States has grown in a helter-skelter manner in the past and been able to handle the traffic, it is clear that growth of the same type of hectic hurry is impossible for the future.

Highways, streets, and even alleyways of the future must be prepared to handle far more traffic than was ever dreamed at the turn of the century.

American drivers already have shown their inability to cope with the situation by killing more than 40,000 people a year in motor vehicle accidents. All too often, road deaths are caused by poor driver judgment which in turn has been influenced by an ever-growing confusion of traffic signs and lights on over-burdened routes.

Whether highway slaughter grows in proportion to road system mileage in the next 10, 20, and 30 years depends upon how successfully the program is planned and put into effect.

"Total highway expenditure, by all levels of government, was less than \$3 billion in 1947. It was almost \$9 billion in 1957. By 1967 it will be approaching \$14 billion. If it continues to account for about 2 per cent of the Gross National Product, total highway expenditure in the 1970's will be running at \$16 to \$18 billion a year."—Federal Highway Administrator Rex M. Whitton, Oct. 22, 1963.

Teamsters Aid Sugar Workers In Pay Hike

Intensive efforts invested by the Teamsters have resulted in Secretary of Agriculture Orville Freeman's announcement of a new minimum wage for sugar workers of \$1.15 per hour.

The administrative order affects sugar workers in Florida and Louisiana. It represents a 25 cent per hour boost in Florida and a 55 cent per hour boost in Louisiana.

Teamsters, along with three other unions, had been working for the pay hike for two years.

IBT Legislative Counsel Sid Zagri testified for the increase in May of 1962, after trying to get Freeman to issue the administrative order at a private meeting in the Agriculture Department.

The testimony pointed out the sorry plight of sugar workers across the nation. Florida, where the minimum wage was 90 cents, and Louisiana, where the minimum wage was 40 cents, were two prime examples of the unfairness of the law from which sugar workers were excluded from the Fair Labor Standards (minimum wage law).

McCarthy Amendment

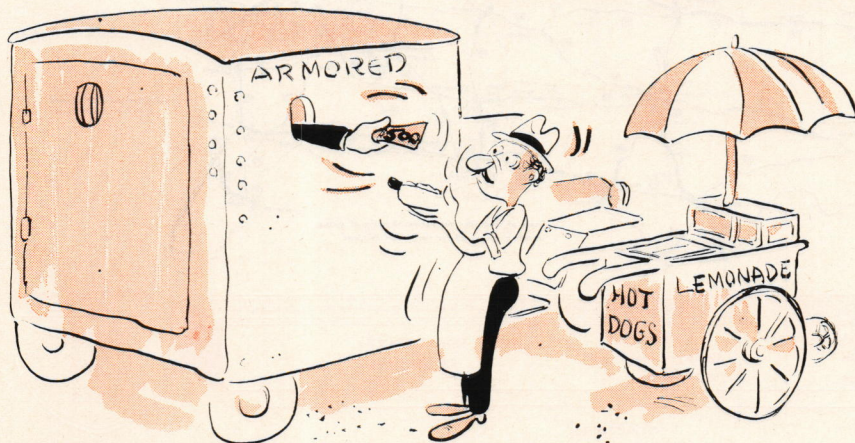
At Zagri's urging, Senator Eugene McCarthy of Wisconsin brought an amendment to the floor of the Senate during consideration of the measure. It failed of passage by only a few votes, at the same time showing a powerful bipartisan support which no doubt impressed Freeman.

After this, Zagri and representatives of the ILGWU, the ILA, and the Packinghouse Workers and Wine and Distillery Workers met with Secretary Freeman to urge administrative action that he finally took last week.

The Teamsters put out a special brochure which pointed out the sorry situation of the underpaid sugar workers, and made a strong case for their inclusion under FLSA.

"We intend to keep up our efforts to raise the standards among these sugar workers," Zagri said after hearing of the Freeman decision.

"This administrative order helps some, but other areas, and indeed Florida and Louisiana, still deserve greater attention. It is silly to suppose that in Florida and Louisiana that \$1.15 cents an hour is a decent wage."





For Your Information

..... EMPLOYMENT in 1975 will total 93 million workers according to Labor Secretary W. Willard Wirtz. Employment in the transportation, communications, and public utilities areas, however, will grow slowly in Wirtz' estimate to about 4.5 million in 1975—that would be only 13 per cent more than in 1960. The biggest increase, Wirtz believes, will come in the service industries where a 61 per cent jump in jobs is expected. Construction employment may also show a big increase—52 per cent to a mark of nearly 4.5 million workers. The Wirtz prediction of 93 million jobs by 1975 is somewhat higher than the crystal-balling on that subject in a recent government study on economic growth, population, leisure, and so forth, in which an employment total of 90 million is projected for the year 1976.

..... NEARLY \$1 million in unemployment compensation was awarded recently to Western Pennsylvania steelworkers idled in work stoppages several years ago. The Pennsylvania Superior Court rejected an appeal by U.S. Steel which was seeking to block payments of benefits to 6,000 steelworkers locked out during a railroad strike in 1960. The court also awarded benefits to 300 workers laid off by Jones & Laughlin Steel Corp., in 1959 when the company shut down a mill to repair an electric motor. The Unemployment Compensation Board of Review had allowed claims of \$720,000 for the U.S. Steel employees and \$204,000 for the J&L workers. U.S. Steel's profit in 1960 was more than \$304 million while J&L profits for 1959 was nearly \$30 million.

..... RETURNS weren't in as The International Teamster went to press but 1963 was expected to end with a Consumer Price Index of around 107.5 per cent of the 1957-59 average—a record high cost of living. The increase through the 12 months of 1963 amounts to about 1.5 per cent—the same as in previous years.

..... STUDEBAKER'S pulling out of South Bend, Ind., is a blow to the hopes and dreams of more than 6,000 workers. Altogether, the runaway auto manufacturer—now taking its assembly plant to Canada across the river from Detroit—had 8,000 employees at peak periods in South Bend. Of the total 1,000 were salaried and got severance pay. Another 800 were old enough to retire under a company-paid pension plan. The rest, however, receive only unemployment compensation for they had no severance benefits and there wasn't enough money in the company's supplemental unemployment benefit fund to add anything to state jobless checks. This is difficult for the workers to take when it is remembered that Studebaker is not going out of business; rather, it plans to operate in the black in 1964.

..... NET FARM INCOME is expected to drop to \$12.2 billion in 1963 according to the U.S. Department of Agriculture. The total net farm income in 1962 was \$12.6 billion. USDA expects still another drop in 1964—to \$11.6 billion—which would make it the lowest since 1959.

..... COMPUTERS have come to the business of legal research. A new outfit in New York City has set up shop as Law Research Service, Inc. The firm has a computer stacked with 1 million case references. Any legal problem submitted to the computer can be considered at the rate of 120,000 cases a minute and more or less makes obsolete scores of legal clerks who formerly did such research work. The Christian Science Monitor noted: "This new service does not obsolete the lawyer. He still will have the job of reading the relevant cases provided by the computer, and analyzing and evaluating them for the benefit of his client."

. ONE of every 10 Americans lives in "abject poverty" according to a report by the National Policy Committee on Pockets of Poverty—a group which includes such illustrious members as former President Harry S. Truman. Besides those in "abject poverty," says the report, there are another 26 million Americans living at so-called "minimum adequacy" levels. While these figures differ somewhat from those estimates made a year ago by the Conference on Economic Progress, they are nevertheless startling. One frightening conclusion drawn by the committee is that full employment would not eliminate poverty in the U.S., because so many of the impoverished Americans sit outside the marketplace, in a manner of speaking—they are not part of the economic structure.

. QUICK Frozen Foods, a monthly trade journal in the food industry, estimates that frozen food production in 1963 will finish up 7 per cent over the 1962 level of 9.1 billion pounds. Freezing in 1963 is expected to total 9.7 billion pounds. The 1961 figure was 8.5 billion pounds. The rate of frozen food growth has been phenomenal. It wasn't until 1945 that the 1 billion pound mark was hit for the first time. By 1950, annual frozen food production was 2 billion pounds and hit 5 billion pounds in 1955. Growth has been heavy and steady since then.

. ELIMINATING POVERTY in the United States, suggests John K. Galbraith—an intellectual driving force in the JFK "New Frontier"—can be done by lifting the needy with education on a selective basis. Galbraith suggested, as 1963 came to a close, the following solution: "Why don't we select, beginning next year, the 100 lowest income counties (or in the case of urban slums more limited areas of equal population) and designate them as special educational districts?" The counties then would be equipped with the finest facilities and an "elite body of young teachers" formed, according to Galbraith, to raise the level of knowledge. Response to Galbraith's plan was spotty. One question asked the most frequently was: Why limit the program to eliminate poverty—why not provide such an educational plan for all needy people in the country?

. IT'S getting to be auto tag time again and in some states people still rush around trying to get the lowest number. They are pikers compared with rulers in India. The Maharana of Udaipur, for example, refuses to put numbers on his royal Rolls-Royce and instead has a tag displaying a golden sun disk, the family symbol for centuries. The tiny Himalayan kingdom of Sikkim has a royal family that doesn't like numbers either and all of its cars bear tags with only one word, "Sikkim." Perhaps none of them can top the Wisconsin motorist, however, who contrived to get his car tags numbered 337-370; then Ole Lee simply put the tags upside down on his car to gratify his ego.

. AIR FREIGHT continues to expand. Air ton mileage for the first 10 months of 1963 was up more than 13 per cent from the same period in 1962, according to the Air Transport Assn. of America. As 1963 drew to a close, several major airlines began offering jet air freight service for the first time. They included Trans World and American. TWA announced, in fact, that it was expanding cargo facilities at fields in San Francisco, Los Angeles, Chicago, St. Louis, and New York.

. LONG DELAYED, the Public Health Service report on smoking and health is expected anytime in early 1964. Anti-cigarette physicians have claimed for some time now that the report has been held back the past 6 months. Held back or not, Administration officials from any and all agencies that might be affected are claiming they haven't seen the report yet. Nobody wants to get caught up in a premature battle of what is certain to develop into a tobacco vs. health war. All that's known now is that the report will be lengthy and probably will be mailed first to every one of the 280,000 physicians in the nation besides going to voluntary health groups and Congressmen. There has been no secrecy shroud draped over the report because it hasn't been necessary—the reason: Newspapers are reluctant to start reporting the "war" that can only result in hurting the tobacco turkey that lays the golden advertising moola.

WHAT'S NEW?

Exhaust Air Cleaner For Gasoline/Diesel

A Milwaukee firm has developed an exhaust air cleaner for all gasoline and diesel engines. In operation, it dilutes exhaust gases with clean air as they pass through the manifold. Requiring only drilling and tapping of a 3/4-inch threaded hole in the exhaust manifold for insertion of the air injector in installation, the device reduces moisture in engine and exhaust system, cuts down carbon and sludge deposits and provides cleaner exhaust smoke.

Landing Gear Will Withstand 180,000 Lb

Designed for piggyback and other heavy-duty service is a trailer landing gear with a 45-ton capacity. This extra-heavy-duty acme-screw landing gear withstands 180,000-lb static load, has a rated capacity of 90,000 lb and lifting capacity of 40,000 lb. Entirely-constructed of special alloy steels, the unit features permanently sealed lube areas with no grease fittings that contain a new low-temperature lubricant that is claimed to be effective at temperatures ranging from -70 to +300 degrees F.

Complete Valve Guide Knurling Kit

Fast and accurate resizing of worn valve guides—without removing them from the cylinder heads—is possible through use of a new valve guide knurling kit. This complete kit contains reamers, arbors, handle, brush, speed reducer and lubricant in a compartmented storage box. The set is used with a 1/4-inch drill.

Plastic Used For Dunnage Control

A new plastic material is being marketed for a cargo dunnage control system that is over 50 percent

lighter than previously-used pressed metal. Also including dunnage bars with end brackets, the system is strong and durable and is said to be most effective in protecting refrigerated cargo.

Torsion Truck Seat Is Best Seller

New sales records have been chalked up by the Viking Torsion-Bar truck seat. Firm officials said sales of the Viking suspension seat have increased 215 per cent over a year ago. Taking the first three periods of 1962 as compared with the same periods a year ago, sales of the Viking unit have increased phenomenally. Total sales of all suspensions produced by the company have increased 35 per cent, while truck sales nationally have increased 17 per cent.

Reasons for the company's upsurge in sales, include greater acceptance by fleet owners of the suspension seating concept as exemplified by the T-Bar, as well as a more encompassing marketing program. Introduced in 1960, the Viking offers a torsion spring suspension seat which eliminates vertical jolts, back slap and other fatiguing and nerve wracking effects. A ratchet device adjusts the torsion bars to weights of from 130 to 275 pounds so that the driver receives maximum isolation from shakes and bumps. A double-action shock absorber built into the mechanism below the seat cushion prevents "topping and bottoming" over rough railroad crossings and deep chuckholes.

The Viking seat is a factory installed option on all makes of American and Canadian trucks. Leading users include Dodge, Freightliner,



Mack, Diamond-T, GMC, K-W, International Harvester, Peterbilt, White, Ford and Chevrolet.

Special-Purpose Automotive Primers

Two new high-speed, corrosion-resistant primers for automotive applications are available from Pittsburgh. One is a yellow, zinc-chromate primer for aluminum or combinations of aluminum and steel. The other is a black zinc-chromate primer with added corrosion-resistance for use on exposed chassis areas.

Controls Fuel Pressure, Increases Efficiency

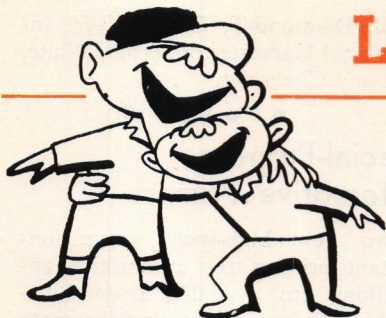
Among the many advantages listed for a new fuel pressure control system is that it controls the pressure at which gas enters the carburetor, improves combustion, and eliminates vaporlock and flooding. Designed for installation on any gasoline engine equipped with a mechanical fuel pump, it is manufactured in and distributed from Missouri.

Indicator Checks Thermostat in System

It is not necessary to remove a thermostat from the system to determine if it is faulty when a new radiator condition indicator is installed for checking the cooling system. With a dial that indicates "Danger Zone," "Winter Range," "Summer Range" and "Install New Thermostat," the temperature gauge also shows up rust conditions and water pump failure.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington 18, D. C.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



LAUGH LOAD

A hotel guest awakened everyone screaming: "It's in the phone book! It's in the phone book!"

The manager and house detective let themselves into the guest's room, roused him from his nightmare and asked what was the matter.

"I was having a terrible dream," he explained. "I dreamed the income tax people wanted to send me a big refund, but they'd lost my address."

Reticent

Mistress: "Marie, when you wait on the table tonight for my guests, please don't spill anything."

Maid: "Don't you worry, ma'am; I never talk much."

Wrong Way

A river steamer stopped because of fog. An anxious passenger asked the captain: "What's wrong?"

"Can't see up the river."

"But you can see the stars overhead perfectly plain."

Replied the exasperated captain: "Interesting but irrelevant. Unless our boiler busts, we're not headed that way."

Only Then

There are two times in a man's life when he shouldn't speculate; when he can't afford it, and when he can.

—Mark Twain.

For Women Only

If you want to be heard—whisper!

Don't Be Greedy

"I've spent nearly \$5,000 on that girl's education," complained an aggrieved father, "and here she goes and marries a fellow with an income of only \$500 a year."

"Well," said a friend, "that's 10 per cent on your investment. Pretty good going, I should say."

Oh Come Now

"What's the matter with your feet?"

"I've got corns."

"Why don't you do something for them?"

"Why should I? They've never done anything for me."

'Sun-Sit' Years

"My husband would never chase another woman," wifey boasted.

"Of course not," her lady friend replied, "he's too fine, too decent, too old."

A Good Mudder

"Your wife is ugly. Why don't you send her to a beauty parlor for a mud pack?"

"I did last year, and for three days she was beautiful."

"Then what happened?"

"The mud came off."

Can't Win That Way

Judge: "Do you want to challenge any of the jury?"

Defendant: "Well, your honor, I think I can lick that little guy on the end."

Sound Off

We are lucky to be citizens of a country where we can say what we think without thinking.

Spoil Sport

A man who takes his wife to a convention is like a hunter who takes the game warden on a hunting trip.

Safety First

Actually there is only a slight difference between keeping your chin up and sticking your neck out, but it's worth knowing.

Aw Shucks

The sweet young thing rushed into

the eye specialist waving her broken glasses.

"I just sat on these," she explained. "Will I have to be examined all over?"

"No," replied the doctor, "just your eyes."

Computer

The World War I rookie said that he called cooties "arithmetic bugs" because they added to his misery, subtracted from his pleasure and multiplied like the dickens.

Gentle Hint

"My apartment is on the third floor—No. 17. Put your elbow against the bell button and push hard."

"Why my elbow?—Can't I push with my finger?"

"Surely you're not coming empty handed?"

Who Doesn't

The new and nervous pastor was delivering a rousing sermon on the evils of gossip. "If there's anything I hate," he bellowed, "it is a tongue-bearing, tale-wagging woman."

Ain't It The Truth?

The young man had enrolled in a strikebreakers' school. The instructor called on him to recite. "How would you break up a hostile crowd of union pickets gathered outside the plant gates?"

"I'd start trying to collect their union dues!"

Incompatible

Have you heard about the Texan who needed a blood transfusion, but couldn't find anyone with Type \$ blood?

Slight Difference

We're having a little disagreement—I want a big church wedding and he wants to break off the engagement.

Seems Reasonable

The reason most women pay more attention to beauty than brains is that no matter how stupid a man may be, he is seldom blind.

FIFTY YEARS AGO

in Our Magazine

Vol. XI

(From the January, 1914, issue of the TEAMSTER)

Number 1

Triangle Company Owner Fined \$20

Britain To Recognize Unions In Bargaining

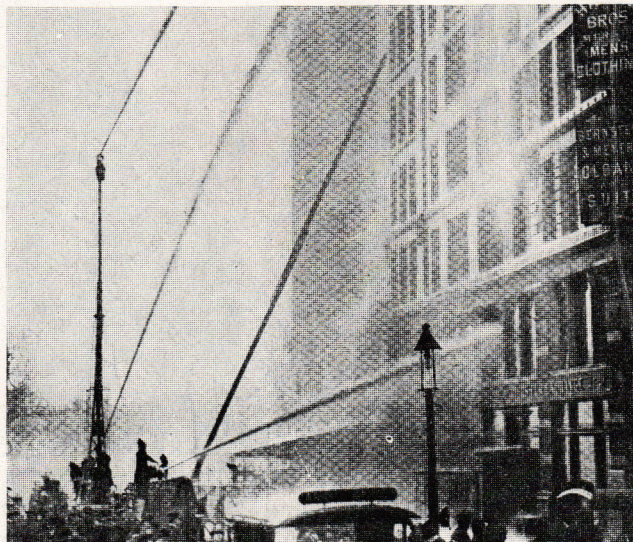
The British government has just taken by far the most important step in its pro-union policy toward labor. This is to the effect that the admiralty in the national dockyards will deal with the representatives of the unions instead of directly with the men, in any dispute over wages or hours of employment.

These representatives, it should be said, need not themselves be in the employ of the government; in other words, the recognition of organized labor is absolute and complete.

In taking this step the government is carrying out the policy which it has long encouraged in employers of labor. In sheer consistency, we suppose, it could do nothing else. The importance of its position, however, lies less in the immediate fact of union recognition than in its abandonment of the almost universal assumption that an employee of the government occupies a different status than one with a private concern.

Where the Money Is

Advance reports on the income tax show that Pennsylvania, although its population is much smaller, has more millionaires than New York State; 625 residents of Pennsylvania (500 of them in the Pittsburgh manufacturing district alone) have annual incomes exceeding \$1,000,000, against 300 in New York. New York City is the banking center of the country, the home of Wall Street. Also, it is a place to which men gravitate after they become very rich. That the number of New York rich men should be exceeded by Pennsylvania is pretty surprising. Thus it would seem that millionaires are made faster by the protective tariff than even by banking or by importing.



Firemen fight to control Triangle building blaze.

Let Us Work Together

We wish the members of our organization a happy New Year, and we trust that in the New Year everyone will be prosperous and happy with themselves and their families.

Again we stand on the threshold of a new year and are filled with hope as to what it might bring us and with speculation we endeavor to fathom what destiny might be coming in the long, and, we hope, joyous days of 1964.

Looking over the past year we find that our organization has been exceedingly successful. In the history of the few years in which it has been in existence, last year was one of the most successful of all. But the work is not yet done. There is work for the new members and work for the old.

This year we want to endeavor to go still higher up and help to still strengthen our union by bringing in all who are on the outside, so that we might complete the work that has been started by those who have preceded us.

Let us therefore, work together, each man helping the other. Work in harmony, always with a smile, always believing that you are doing your share only of the work laid out for the toilers of the nation, and let us who are here when the next new year comes around have the glad satisfaction confronting us that we at least did our share in this the noblest work in which men were ever engaged—building up and harmonizing the trade union movement of the country.

Tragic Fire Cost 120 Girls' Lives

The Court of Special Sessions in New York has found one of the owners of the Triangle Waist Company guilty in the tragic fire that cost the lives of 140 girls trapped in the company's building at 79 Fifth Avenue. The fine imposed by the court was the minimum amount the law stipulates—\$20.

The fine was imposed because it was found that the doors of the new Triangle factory were locked.

In imposing the fine, the Judge said that in view of the fact that the defendant had expressed a disposition to abide by the law in the future, he would be lenient.

In commenting on the case, Collier's magazine took sharp issue with the lenient sentence.

"Keeping the factory doors locked, in defiance of the law, was precisely what caused the hideous Triangle catastrophe. But we understand this better than we understand the judge who would be lenient."

Yet the judge seems to think that an employer who learned no lesson from the crime of the Triangle fire will mend his ways because of a \$20 fine.

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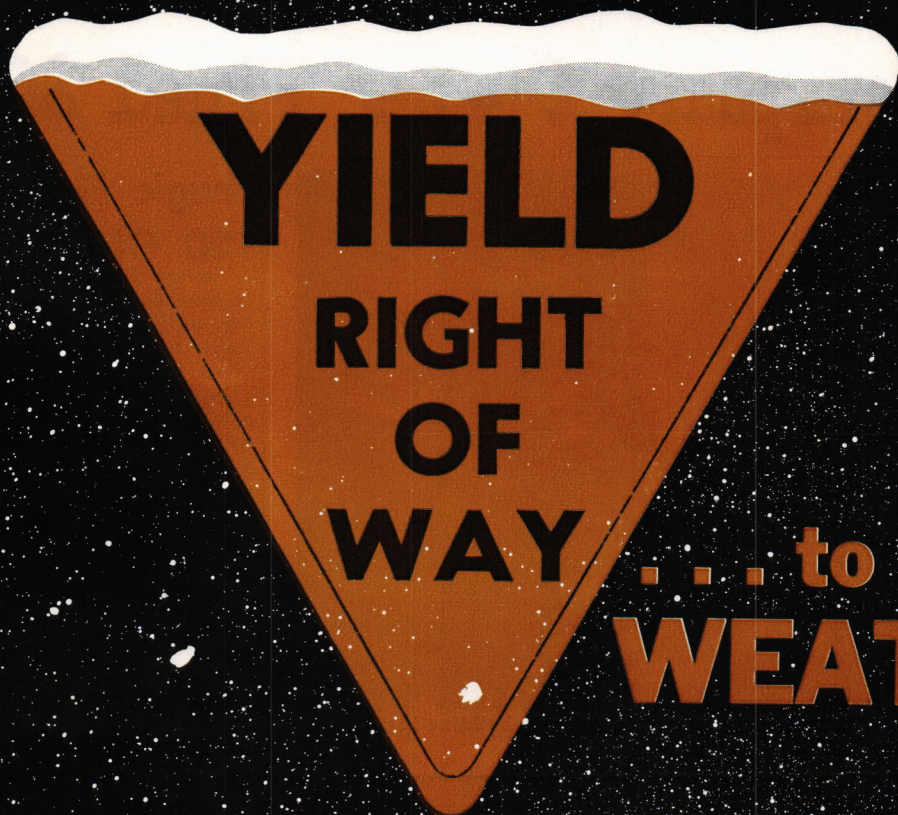
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... to Winter
WEATHER

